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Strive

Issue 2, 2016

BAKER DONELSON WOMEN'S INITIATIVE

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Susan E. Rich: A Legacy of "Firsts"

Interviewed by:

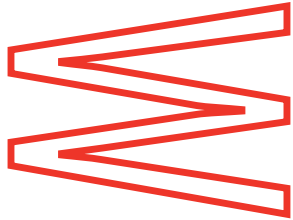
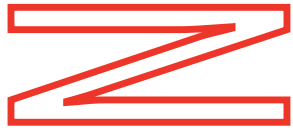


[Amy W. Mahone](#)
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Susan Elliott Rich is a legend at Baker Donelson. In fact, she holds all of the "firsts" – first female shareholder, first woman to be an Office Managing Shareholder and first woman appointed to the Firm's Board of Directors. None of that is really important to her, though, and it nearly embarrasses her to discuss those accolades. When you interact with Susan, you have no idea she is such a big deal. You just see a fiercely smart, poised, kind, generous, glamorous woman who is likely the wittiest person in the room.

Susan began her practice in Columbus, Georgia, in 1976 where she quickly became the firm's first female partner. Susan relocated to Chattanooga, Tennessee, in 1982 where she worked at a couple of firms before she and Baker Donelson shareholder Dick Gossett opened the Heiskell Donelson firm in October 1986. That firm later merged with Caldwell, Heggie & Helton, to eventually become Baker Donelson. Through most of those early years, Susan was the only female attorney at her firm. One of the difficulties Susan faced was that with each lateral move, she was unable to keep her title as partner. At one point, a colleague wanted to wait to promote Susan to partner because he was "just trying to be smart – business-wise." Susan responded, "I know you are. And you have a choice. You can make me a partner, which I will not make you a bit sorry about, or you can say it's going to take some time; but I am telling you that I will look for another place to go." Shortly thereafter, Susan was named a shareholder.

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Susan E. Rich: A Legacy of “Firsts,” *continued*

When I inquired about how she rose through the leadership ranks, Susan said that during the time when she was developing her practice, law firms were beginning to make a conscious effort to focus on diversity. Then, in her typical fashion, Susan said “it is also because of the same reasons that you are successful – you are pleasant, diplomatic, get your job done and get along with just about everybody. You are not a person who everyone wants to stay away from.” To me, this is what makes Susan a great leader. She’s kind, empathetic and wants to talk about you more than about herself. She builds authentic relationships with everyone from shareholders to runners to the catering staff.

As we talked about whether there are still barriers for women in positions of leadership, Susan told me she never encountered them at Baker Donelson. “In this firm, I have never felt any discrimination. I have never been made to feel any different than anyone else sitting around the table. And a lot of times, they really listened because it was a different perspective.”

Susan’s advice for aspiring female professionals:

“You always have to get the job done; you must be real, 100 percent trustworthy and diplomatic. You must maintain confidences. It is simple stuff.”

“Never be fake; do not use other people; do not fail to give others credit of any sort – for their ideas, work, energy or other contribution. What we do is always a team effort, and above all you must have respect for your co-workers.”



[Susan E. Rich](#)
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Never be fake; do not use other people; do not fail to give others credit of any sort – for their ideas, work, energy or other contribution. What we do is always a team effort, and above all you must have respect for your co-workers.”

What can businesses do to help increase retention of promising female leaders?

“Give people – women and men – REAL work options, and make sure everyone understands the choices on the front end. And don’t make people feel badly about their choices. We have to stop thinking that every woman wants to get married and have kids, or, alternatively, to be a shareholder or in a leadership position. We have to stop treating people (women and men) poorly if they do not want to be in a leadership position or do not want to work full-time for whatever reason. There are enough pressures on everyone without making people feel badly for their choices.”

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Susan E. Rich: A Legacy of "Firsts," *continued*

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Susan has many passions outside of her legal practice including gardening, animals (particularly dogs), and cooking for and entertaining others. She is also a very accomplished painter. In fact, until her second year of college she thought she would be an artist, but realized that she might not be able to support herself with a career in art. She respected her father, a lawyer, and his peers, and decided she wanted to be like her father's generation of lawyers. "People like Tom Caldwell – smart, kind, well-mannered gentlemen who got the job done. None of the nonsense you hear about now with people. I saw it as a 'gentleman's' practice and thought that was how it would be."

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In 2011, the Firm created an award in Susan's name for Baker Donelson attorneys who display excellence in the promotion of and commitment to women in the legal profession. Again, she is a little embarrassed by that award and does not think she has done anything all that special. As I watch Susan interact with people and learn more about her accomplishments over her 40 years of practice, I think she is extraordinary. She has and continues to focus on the "simple stuff."

"Give people – women and men – REAL work options and make sure everyone understands the choices on the front end. And don't make people feel badly about their choices."



Pictured above, a painting by Susan E. Rich.

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Baker Donelson Recognizes Commitments to the Advancement of Women in the Profession

Susan E. Rich Award

Each year, Baker Donelson recognizes an attorney for excellence in the promotion of and commitment to women in the legal profession through the Susan E. Rich Award. Baker Donelson established the Susan E. Rich Award in honor of Susan Elliot Rich, a shareholder in the Firm's Chattanooga office, who was the Firm's first woman shareholder, the first woman to be appointed as an office managing shareholder and the first woman appointed to the Firm's board of directors. Tim Lupinacci was named the recipient of the 2016 Susan E. Rich Award for excellence in the promotion of and commitment to women in the legal profession.



Tim Lupinacci receiving the 2016 Susan E. Rich Award for excellence in the promotion of and commitment to women in the legal profession.

"Tim's dedication to the advancement of women at Baker Donelson makes him incredibly deserving of the Susan E. Rich Award," said Christy Tosh Crider, chair of Baker Donelson's Women's Initiative. "During his three years as co-chair of the Women's Initiative's Pathways to Leadership Committee, he has been a tireless advocate for

sponsoring women at Baker Donelson to ensure they can reach their highest potential. As chair of our Financial Institutions Group, he has led by example, consistently increasing the percentage of women in leadership positions."

A shareholder in Baker Donelson's Birmingham office, Mr. Lupinacci serves as chair of the Firm's Financial Services Group, comprised of more than 90 attorneys representing clients across a broad spectrum of the financial sector. He concentrates his practice in the areas of bankruptcy and restructuring, financial services and transactions, and health law. He represents special servicers, indenture trustees, banks, financial institutions and asset-based lenders in loan workouts and insolvency, with an emphasis on health care insolvency, restructures and workouts. Mr. Lupinacci has been listed in *Best Lawyers in America*® since 2005, *Alabama Super Lawyers* since 2008, and *Chambers USA* since 2009. In 2015, he was named the Birmingham Bankruptcy Litigation "Lawyer of the Year" by *Best Lawyers*. He is a frequent author and lecturer on creditors' rights, workouts and insolvency and is a member of the American Bankruptcy Institute as well as the American, Alabama and Birmingham Bar Associations, and is a Fellow of the American College of Bankruptcy.

Work-Life Warrior Award

Baker Donelson established the Work-Life Warrior Award to honor an attorney in the Firm who demonstrates an ongoing commitment to excellence in maintaining a healthy work-life balance or has advocated on behalf of work-life balance issues for the benefit of others. Angie C. Davis is the recipient of the Firm's 2016 Work-Life Warrior Award.

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Baker Donelson Recognizes Commitments to the Advancement of Women in the Profession, *continued*



Pictured from left to right: Kristine Roberts, Angie Davis, Blair Evans

“Angie is widely recognized as a leader in her field and provides exceptional service to her clients, all while managing the demands of being a single mother with two very active boys,” said Christy Tosh Crider. “Whether she’s addressing client concerns with her usual calm, take-charge approach or handling business from the soccer sidelines, basketball court bleachers and football field, she is a true example of what it means to have a work-life balance.”

A shareholder in the Firm’s Memphis office, Ms. Davis partners with clients on all aspects of employment issues. Her practice includes providing counsel to executives, human resources managers and other clients regarding a range of employment issues, developing employee handbooks and policy and procedure manuals, and representing clients in cases filed in both federal and state courts and in matters pending before the Equal Employment Opportunity Commission and the National Labor Relations Board. She has been recognized by *Best Lawyers in America*® in labor and employment law since 2011, and has also been included in *Chambers USA: America’s Leading Business Lawyers*. Since 2009, Ms. Davis has been listed in *Mid-South Super Lawyers*, which also named her among the top 50 female attorneys in the Mid-South (2011 – 2015) and among the top 50 and top 100 attorneys in the Mid-South (2014).



Baker Donelson a WILEF Gold Standard Certified Firm Two Years Running

For the second consecutive year, Baker Donelson has been certified by the Women in Law Empowerment Forum (WILEF) as a Gold Standard Firm.

WILEF’s Gold Standard Certification emphasizes the leadership roles achieved by equity women partners, rather than the policies or practices of the firm or the overall number or percentage of

women in the partnership. Law firms with 300 or more practicing lawyers in the United States are eligible for the 2016 WILEF Gold Standard Certification if they successfully demonstrate that women represent a meaningful percentage of their equity partners, of their highest leadership positions, of their governance and compensation committees, and of their most highly compensated partners.

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Baker Donelson a WILEF Gold Standard Certified Firm Two Years Running, *continued*

Baker Donelson was one of only 31 law firms across the country to earn this certification in a year when WILEF tightened some of the criteria that firms were required to meet in order to demonstrate their commitment to promoting and fairly compensating women.

shareholder in the Firm's Memphis office, said "Baker Donelson is proud to have once again earned this certification, particularly given WILEF's enhanced criteria for inclusion. Just as WILEF has raised the bar, our Firm is committed to continuing to make strides to further the representation and leadership of women in the legal profession."

Jill Steinberg, co-chair of the Women's Initiative's Rankings and Credentialing committee and a

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Baker's Dozen: 13 Things You Must Do in Istanbul



Claire Cowart Haltom
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Claire Haltom, a health law shareholder in Baker Donelson's Nashville office, recently visited Istanbul, Turkey, with her family. We asked Claire what to do and what not to miss in the city of Constantinople.



Where to Stay

(1) Situated two blocks from the Hagia Sophia and the Blue Mosque, [the Four Seasons Hotel – Sultanahmet](#) is a gorgeous property housed in an old prison. The rooftop bar provides exceptional views of the local landmarks at night. (2) In the mood for a resort experience? [The Four Seasons Hotel – Bosphorous](#) is 20 minutes from its sister property and offers stunning views of the Bosphorous Strait, the body of water that divides the European side of Istanbul and the Asian side of Istanbul.



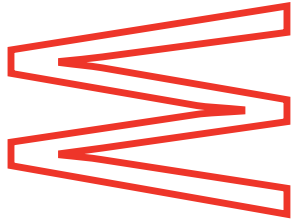
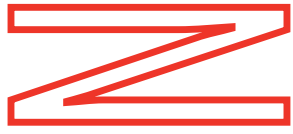
What to Do

(3) No trip to Istanbul is complete without a visit to the [Hagia Sophia](#), (4) the [Blue Mosque](#) and (5) the Basilica Cistern. (6) The [Topkapi Palace](#) is one of the most well-preserved Ottoman palaces and offers a unique glimpse into Ottoman lifestyle. (7) If you're in the mood for a true Turkish experience, schedule a Turkish bath at the [Ayasofya Hamami](#). Built in 1556, the bath closed in 1910, but was reopened in 2012 after a spectacular renovation.



Where to Eat

(8) If you want to eat like a Sultan, book a sunset table at [Tugra](#), a palace-turned five-star hotel, situated on the edge of the Bosphorous Strait. (9) For a more casual dining experience, try [Khorasani](#)



Upcoming Events

9/9/2016
Pumpkin Painting Party
(New Orleans)

9/15/2016
Comedy for a Cause
(Knoxville)

9/22/2016
Woo Skincare +
Cosmetics
(Atlanta)

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Baker's Dozen: 13 Things You Must Do in Istanbul,

continued

– a delicious street café with authentic Turkish dishes. (10) Make sure you sample the Turkish Delight and Baklava before heading home – the [Hafiz Mustafa](#) café is a charming spot near the Blue Mosque where you can try more than two dozen flavors.



Where to Shop

Istanbul is a shopper's paradise. (11) The legendary [Grand Bazaar](#) is a covered maze of more than 5,000

shops. Here you can find just about anything – including Turkish rugs and antiques. (12) For a more curated experience, stop by [Sofa Art & Antiques](#) which is filled with impeccably collected items at reasonable prices (I picked up an original oil painting by an Istanbul artist for less than \$300). (13) Whether it's Turkish rugs, textiles, artwork or antiques, make sure you save plenty of room in your suitcase for the trip back home.

Baker Donelson's Linda A. Klein Becomes President of American Bar Association



Linda Klein
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On August 9, Linda Klein, senior managing shareholder at Baker Donelson, became president of the American Bar Association. She will serve a one-year term ending in August 2017.

"It is an honor and privilege to lead this great association. I have dedicated my career to the law and the legal profession. As president of the ABA, I will continue the Association's work to advance justice throughout our country," Ms. Klein said.

During her term as president, Ms. Klein will focus on improving access to justice and providing legal assistance for our nation's veterans. The new ABA Commission on Veterans' Legal Services will create a comprehensive online resource to address legal needs specific to veterans and their families, highlighting relevant local resources for assistance.

The commission will also work with law schools and bar associations to improve the availability of affordable legal services through the use of new and under-employed lawyers and with Veterans Administration medical facilities to promote legal check-ups for veterans, their families and caregivers.

She will also emphasize two civic initiatives: one that mobilizes ABA resources to promote voting in the upcoming elections and another that will support the rights of all children to a quality education.

With nearly 400,000 members, the American Bar Association is one of the largest voluntary professional membership organizations in the world. As the national voice of the legal profession, the ABA works to improve the administration of justice, promotes programs that assist lawyers and judges in their work, accredits law schools, provides continuing legal education, and works to build public understanding around the world of the importance of the rule of law.

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BAKER DONELSON WOMEN'S INITIATIVE

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Health Tip – An Apple a Day Keeps the Doctor Away



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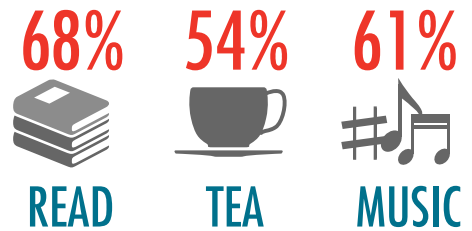
An apple a day keeps the doctor away, or so the saying goes, and there appears to be some data to suggest eating apples may help with overall health. “In fresh fruit and vegetables, you get a complete package of healthy nutrients,” says nutritionist Kathy McManus, director of the Department of Nutrition at Harvard-affiliated Brigham and Women’s Hospital. “There is good data to show that the soluble fiber in apples can help prevent cholesterol from building up on artery walls. Apples contain a good amount of potassium, which can be beneficial for those who are watching their blood pressure.”

We all wish avoiding doctor’s visits was as simple as eating our favorite type of apple. Research does suggest, however, that there are steps we can all take to “keep the doctor away.” Some of those lifestyle choices include the following: getting better (and more) sleep, incorporating exercise into our daily routines, eating a diet rich in fiber and whole fruits and grains, and taking steps to reduce stress.

For many people, stress reduction is a buzz phrase that is seemingly impractical given the demands of daily life. However, stress relief is critical. Stress has been linked to every major illness in the U. S., including heart disease, cancer and depression. Science has proven that Mother Nature may be the ultimate antidepressant and stress reliever. Exposure to natural light can increase levels of the mood-lifting chemical serotonin, says NYU psychologist Robert Reiner, Ph. D. A few minutes outside a day, eating on a

patio during the summer or walking the dog (or baby) before or after work, are linked to stress reduction and preventing depression.

Doing something as simple as carving out a half-hour each day just to relax or “zone out” can also have a profound effect on stress levels. Try incorporating one of the following activities into that 30 minutes of uninterrupted time to slash stress by:



Studies suggest that even though watching TV seems like the perfect “veg” activity, watching television actually stimulates the nervous system instead of providing a calming effect.

Summertime is also the perfect time to engage in a hobby. “Summertime activities that require repetitive motion, such as barbecuing (place burger on grill, flip, serve, repeat) or gardening (dig, plant, water, repeat), can lower blood pressure and heart rate.” Research has shown that short periods (20 minutes or less) of repetitive motion shuts down the body’s fight or flight response and actually allows for relaxation.

Eat an apple a day and treat yourself to a longer life by engaging in positive lifestyle choices instead of waiting in line at the doctor’s office.

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Jenna Bedsole to Present "Stand Up, Speak Out" at Birmingham Sidewalk Film Festival



Jenna Bedsole, shareholder and chair of Baker Donelson's Labor & Employment Group, will present her

feature film documentary "Stand Up, Speak Out" at the Sidewalk Film Festival in Birmingham, Alabama, on Saturday, August 27, at 4:15 p.m. and again on Sunday, August 28, at 2:00 p.m. CDT. "Stand Up, Speak Out" is the story of Nina Miglionico, one of Alabama's first female attorneys and an inspiring woman who helped shape the future of Birmingham. Using historical footage of

"Miss Nina" interspersed with interviews of those who knew her or followed in her footsteps, the film's first half is devoted to the life of this Depression-era female attorney who became an outspoken proponent of civil rights for all and a member of Birmingham's first City Council. The second half of the film looks at Miss Nina's legacy and how the women who came after her have transformed Alabama.

For more information on how to purchase tickets to view "Stand Up, Speak Out," please click [here](#). Sidewalk Film Festival Day, Weekend and VIP Passes are available.

Office Spotlight

Atlanta Attorneys Plan NAWL Program

Baker Donelson was proud to sponsor, plan and participate in the National Association of Women Lawyers (NAWL) for the 2016 Regional General Counsel Institute & Pipeline to Equity Partnership Program in Atlanta, Georgia in April. For the first time, NAWL brought together its Regional General Counsel Institute (RGCI) and Pipeline to Equity Partnership (P2P) program. Baker Donelson President and COO Jennifer Keller was featured as a speaker on the law firm resource panel, and shareholders Sarah-Nell Walsh and Jennifer Cooper served on the planning committee.

Chattanooga Hosts Garden Party

Baker Donelson shareholder Louann P. Smith recently hosted a garden party at her Chattanooga home for clients and summer associates. Louann is a master gardener and has unbelievable flower and vegetable gardens at her home on Lookout

Mountain. Louann gave the group a tour and answered many, many questions about flowers, trees and vegetables.



Pictured from left to right: Mary O'Kelley, Amy Mahone, Linda Yang, Jamie Morton, Sara McManus, Miriam Thompson, Lynn Schuster, Micheline Johnson and Louann Smith

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BAKER DONELSON WOMEN'S INITIATIVE

This is an advertisement.

Office Spotlight, *continued*

New Orleans Hosts Saks Fifth Avenue Event

In June, the New Orleans women attorneys entertained clients and summer associates at their Summer Party at Saks Fifth Avenue. Guests enjoyed an evening of cocktails, makeovers and networking while viewing the season's latest trends and business wardrobe styles. "It was great to host such a fun and unique event for our clients and summer clerks," said [Jan Hayden](#), shareholder in the New Orleans office.



A representative from Saks Fifth Avenue (left) visits with Nancy Degan (right) and her daughter, Emily (center).



Camalla Kimbrough



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BAKER DONELSON WOMEN'S INITIATIVE

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Congratulations to Baker Donelson's New Women Shareholders

In May, Baker Donelson announced that it elected 15 new shareholders across the Firm, seven of whom are women. The new women shareholders and their primary areas of practice are:



[Julie A. Boswell](#) (Tax)



[Andrea Bailey Powers](#) (Labor & Employment)



[Katie L. Dysart](#) (Consumer Finance Litigation and Compliance)



[Layna Cook Rush](#) (Health Law)



[Amy Kebert Elder](#) (Commercial Transactions and Business Counseling)



[Ginger Weaver](#) (Real Estate and Finance)



[Claire Cowart Haltom](#) (Health Law)

" **T**hese attorneys are leaders in their respective fields and we are fortunate to have such dedicated individuals contributing to our local communities and to the success of the firm while providing exceptional client service."

Ben C. Adams, chairman and chief executive officer of Baker Donelson

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New Faces at the Firm



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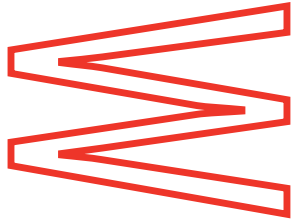
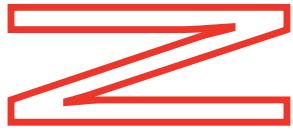
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Connect with the Women's Initiative on Social Media



WI Twitter @BDWomen



WI LinkedIn



WI Homepage



WI Instagram

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New Faces at the Firm, continued



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Miriam Thompson Chattanooga Labor & Employment 423.209.4235 mthompson@bakerdonelson.com

Baker Donelson Women in the News



Linda Klein Becomes President of the American Bar Association



Dena Sokolow featured in American City & County, 850 Magazine, a SHRM Article, Chief Executive and Human Resource Executive discussing the new overtime rule from the Department of Labor.



Susan Mathews Talks with Law360 About Use of Defensive Draw Strategy Among Energy Companies



Martha Boyd and Julie Boswell Highlighted in 2016 Best of the Bar by Nashville Business Journal



Jenna Bedsole featured in Business Alabama Regarding New Overtime Rules, and Birmingham Business Journal Discussing Challenges of New Overtime Rule for Small Businesses and the Impact of New Overtime Rule



Christy Crider Featured in McKnight's Long Term Care News

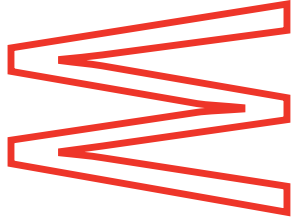


Doreen Edelman Quoted in Hotel Management About Cuban Hotel Industry and Talked with Hotel Management About Getting Permission to Do Business in Cuba



Jennifer Hall Named to Mississippi Business Journal's 2016 Top 50 Under 40

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Baker Donelson Women in the News, *continued*



Erin Pelleteri Named to [New Orleans CityBusiness's](#) 2016 Leadership in Law



Kristine Roberts Named to [Memphis Business Journal's](#) "Best of the Bar"



Nancy Degan Profiled in [CityBusiness](#) and [Biz New Orleans](#)



Jan Hayden Profiled in [Biz New Orleans](#)



Ellen Tauscher Discusses Efforts of California Military Council on [Sacramento's Fox40](#)



Paula Estrada de Martin Discusses IP Protection Among Life Sciences Startups in [CityBusiness](#)



Whitney Harmon Discusses Classification of Independent Contractors in [Memphis Business Journal](#)



Meredith Williams Talks with [ABA Journal](#) about Enhanced Client Service Through Technology



Jan Hayden Quoted in [The Deal](#) on Increased Energy Bankruptcy Filings in Texas



Gina Greenwood Discusses EMTALA Violations in [Hospital Access Management](#)



Ellen Tauscher Comments on Plans to Refurbish U.S. Nuclear Arsenal in [Bloomberg](#)



Michaela Poizner Discusses Quality of Care Reporting in [Wolters Kluwer](#)



Linda Klein Talks with [Legal Talk Network](#) About Technology's Impact on the Practice of Law



Lisa Borden Talks with [AL.com](#) About Recent Department of Justice Letter



Sarah Casey Talks with [Louisiana Record](#) About New Oil Rig Regulations



Louann Smith Comments on Tax-Exempt Bond Requirements for Senior Living Facility in [Times Free Press](#)



Stephanie Murphy Quoted in [The Federal Lawyer](#)

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Baker Donelson Women in the News, *continued*

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In June, [Wendy Huff Ellard](#) hosted several leaders from Turkey to discuss various women's issues and empowerment in the United States, and, specifically, in Mississippi. These women were invited to the United States under the auspices of the Department of State's Bureau of Educational and Cultural Affairs' International Visitor Leadership Program. Wendy was invited to take part in this Program in her role as President of the Mississippi Women Lawyers' Association.

[Michelle F. Zaltsberg](#) and [Wendy Huff Ellard](#) participated in the Florida Municipal Electric Association's Hurricane and Emergency Preparedness Roundtable in June. During the event held in Orlando, Florida, Zaltsberg and Ellard presented "Understanding Procurement Rules under the FEMA Public Assistance Program" as part of the day's structured programming and also fielded questions posed by attendees during the primary Roundtable exercise.

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Pictured above are representatives from Turkey, Wendy Ellard and Jessica Murray, Mississippi Women Lawyers' Association Day of Leadership Chair.

[Mary Wu](#) has been appointed by Memphis Mayor Jim Strickland to a three-year term on the Minority Business Development and Oversight Commission. The members are charged with reviewing the progress of the minority and women-owned business enterprise program for the City of Memphis and any other similar or related program no less than monthly; work with the Greater Memphis Chamber and the Office of Planning and Development on the utilization and creation of minority and women-owned businesses within the private sector; ensure an external objective process be developed and implemented for affirming the validity of the reports, information and certification by external agencies for those participating in the Minority and Women Business Enterprise City of Memphis program.

The Baker Donelson Women's Initiative Newsletter

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We want your feedback! Let us know what you think and share tips and tricks with us [here](#).

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