

Wins
Women's Impact Network for Success

DUANE
MORRIS

The Women's Impact Network for Success





A Note from Our Chairman

“At Duane Morris, women have played, and continue to play, such an important role in the history of our firm. I want to celebrate our women for their outstanding contributions, hard work and dedication. It is my belief that encouraging, supporting and motivating women attorneys throughout their careers is a universal responsibility. I am proud that our firm reinforces this in its efforts to give women attorneys, at all levels of their careers, equal opportunities for advancement. As Chairman, it is my continued commitment to foster and support our women attorneys in their business and personal endeavors. Duane Morris continues to be committed to honoring the firm’s legacy and maintaining its founding principles, as well as embracing new initiatives and taking active roles to empower our women attorneys. Our firm is a better, smarter and stronger place because of their valuable leadership.”

MATT TAYLOR, Chairman and Chief Executive Officer, Duane Morris LLP

A Letter from WINS

In 2006, Duane Morris established a women's initiative to bolster the professional and personal development of our women attorneys. Recognizing the importance of having a network to assist our dedicated and talented attorneys, we launched a series of events and programs to support their goals and objectives, as well as to address work-life balance. Renamed the Duane Morris Women's Impact Network for Success (WINS) in 2015, we have continued our mission to enrich and encourage the success of our women attorneys.

Over the years, the firm's women attorneys, both current and alumnae, have made major strides for fellow women at the firm and in the legal profession. We are delighted to share with you some highlights of our personal and collective accomplishments in this brochure. We hope you join in our enthusiasm as we celebrate our achievements and look forward to the next chapter of success.

We would love to hear your thoughts and ideas. Please contact us with your feedback.

Kindest regards,



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TRACY McCREIGHT
Vice Chair
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Our Women Leaders

Dominica Anderson

Executive Committee; Managing Partner, Las Vegas Office; Team Lead, Fashion, Retail and Consumer Branded Products Industry Group

Courtney Baird

Vice Chair, Commercial and Antitrust Litigation Division

Katherine Brodie

Team Lead, Education Industry Group

Valentine A. Brown

Pro Bono Partner

Sharon Caffrey

Executive Committee; Co-Chair, Trial Practice Group

Christiane Campbell

Vice Chair, Intellectual Property; Team Lead, Fashion, Retail and Consumer Branded Products Industry Group

Cyndie Chang

Managing Partner, Los Angeles Office

Erin Duffy

Chair, Health Law Practice Group

Lynne Evans

Team Lead, Fintech Industry Group

Tracy Gallegos

Team Lead, Cannabis Industry Group

Amy Guss

Chair, Private Client Services Practice Group

Nanette Heide

Co-Chair, Private Equity Division; Team Lead, Private Equity Industry Group

Catherine Beideman Heitzenrater

Chair, Recruitment and Retention

Sandra Jeskie

Team Lead, Technology, Media and Telecom Industry Group

Eve Klein

Chair, Employment, Labor, Benefits and Immigration Practice Group

Dana Klinges

Co-Chair, Professional Standards Committee

Hope Krebs

Co-Chair, International Division

Meagen Leary

Executive Committee; Co-Chair, Business Reorganization and Financial Restructuring Practice Group

Alyson Walker Lotman

Team Lead, Transportation, Automotive and Logistics Industry Group

Mairi Luce

Co-Chair, Finance and Restructuring Transactions Division

Nicole McLaughlin

Chair, Trademark, Copyright, Entertainment and Advertising Division

Jennifer Migliori

Vice Chair, Private Equity Division

Lang Thi Nguyen

Chair, Duane Morris Vietnam LLC

Vicki Norton

Chair, Life Sciences and Biotechnology Division; Team Lead, Life Sciences and Medical Technologies Industry Group

Michelle Pardo

Team Lead, Fashion, Retail and Consumer Branded Products Industry Group

Jennifer Riley

Team Lead, Fashion, Retail and Consumer Branded Products Industry Group

Lisa Scruggs

Team Lead, Education Industry Group

Kate Shay

Co-Chair, Venture Capital Division

Wendy Simkulak

Co-Chair, Business Reorganization and Financial Restructuring Practice Group; Chair, Insurance Rights Division; Team Lead, Insurance and Reinsurance Industry Group

Jessica Singh

Team Lead, Construction & Engineering Industry Group

Lisa Spiegel

Chair, Immigration Group

Shannon Sutherland

Team Lead, Life Sciences and Medical Technologies Industry Group

Katharyn Voit

Pro Bono Special Counsel

Jennifer Wieclaw

Chair, Real Estate Financing Division

A Best Law Firm for Women

Recognized for nine years by Seramount
(formerly Working Mother Media)

San Francisco Gender Equality Principles Initiative

Honored in 2018 & 2015

A Best Place to Work for Women Over 35

Recognized by *Crain's Chicago Business* in 2016

100 Best U.S. Law Firms for Women

Law360 ranking based on the firm's representation
of women attorneys at partner and nonpartner levels

A Top Ten Family Friendly Firm

Honored by Yale Law Women in 2015

Legal Organizations Welcoming Women Professionals Honor Roll

Advancing Women Company Award

Philadelphia Business Journal Global Recipient

Strong Mentoring and Networking Programs for Women Attorneys

Named a *Philadelphia* magazine "Best Place to Work"

Top Law Firm

Lawyers Club of San Diego's ranking based
on percentage of local women partners

Professional Recognition



SHARON CAFFREY

2023 Best of the Bar - Pro Bono
Philadelphia Business Journal
500 Leading Litigators in America 2024
Lawdragon



CHRISTIANE CAMPBELL

2023 Best of the Bar - Intellectual Property
Litigation
Philadelphia Business Journal



REBECCA GUZMAN

2023 Most Effective Deal Maker
The Legal Intelligencer
Top 40 Under 40 Class of 2023
Delaware Business Times



NANETTE HEIDE

Top Women in Dealmaking 2023
The Deal



PATRICIA HOLLENBECK

2023 Top 50 Women of Influence:
50 Over 50
San Diego Business Journal



SHEILA HOLLIS

2023 Lifetime Achievement Award in Environmental,
Energy or Resources Law and Policy
American Bar Association



NICOLE MCLAUGHLIN

2023 Global Leader: Pennsylvania
World Trademark Review



JENNIFER MIGLIORI

2023 On the Rise Attorney
Daily Business Review



VICKI NORTON

Top 250 Women in IP 2023
Managing IP



BROOKE TABSHOURI

2023 California Legal Awards Lawyers
on the Fast Track
The Recorder



M. ALEJANDRA VARGAS

Rising Star for 2023
New York Law Journal



ANGELICA ZABANAL

2023 California Legal Awards Lawyers
on the Fast Track
The Recorder

Insight Series Programming

WINS offers both training and client development opportunities throughout the year. This includes business development and leadership skills trainings, CLE programs, presentations and networking events. Past event topics include:

PROFESSIONAL AND BUSINESS DEVELOPMENT

- » Pitch Perfect: Tips and Resources for Effectively Pitching and Developing Business
- » Leading from Strength: A Rising Team Lifts All Boats
- » Decluttering Your Life with Mind, Body and Mindset Coaching
- » Seizing Opportunity and Owning Your Career
- » Toot That Horn! Attorney Self-Evaluation Best Practices
- » Attorney Benefits: Navigating Duane Morris' Offerings for Life Events
- » Tricks and Trade-Offs - How to Be Productive, Meet Client Demands and Be Efficient with Your To-Do List

HEALTH AND WELLNESS

- » As Good as Grit Gets: Empowering Yourself and Others
- » Attorney Benefits: Navigating Duane Morris' Offerings for Life Events
- » Managing Life-Work Balance During Pandemic
- » When Every Day Is Take Your Child to Work Day

HISTORICAL AND CULTURAL

- » 100 Years of the 19th Amendment: A Two-Part Series featuring Hon. Marjorie O. Rendell and Amal Bass from Women's Law Project
- » A Tribute to the Life of Ruth Bader Ginsburg
- » WINS and Pro Bono International Women's Day Celebration - #BreakTheBias

Springboard to Success® Leadership Program

Springboard to Success® is a unique program that provides leadership and business development training, as well as group and individual mentoring, for future leaders of Duane Morris.



Duane Morris Attains Mansfield Certification Plus 2023 Status



Duane Morris has attained Mansfield Certification Plus status in 2023 for the third consecutive year. The goal of the Mansfield Rule is to boost the representation of historically underrepresented lawyers in law firm leadership. Achieving Plus status indicates that, in addition to meeting or exceeding the baseline requirements, the firm has successfully reached at least 30 percent diverse lawyer representation in a notable number of current leadership roles.

Duane Morris Impactful Women Summit: Pave Your Way

The October 2023 event featured a keynote fireside chat with Nicole Lynn, president of football at Klutch Sports Management and agent to Philadelphia Eagles quarterback Jalen Hurts. The keynote was followed by a panel discussion with in-house women lawyers, including Sarita Venkat, vice president and deputy general counsel, Global Litigation and Competition, at Cisco; Tiffani McDonough, director and senior counsel, Employment and Litigation, at Louis Vuitton Americas; and Sri Atluri, chief IP officer at Walmart, on career trajectories and the many different turns a path may take to personal success. The summit also included an interactive workshop, “Clarity: How Smart Professionals Create Career Success on Their Terms,” led by Debbie Peterson.



Honoring Our Colleagues

WINS established two annual awards to honor the memories of our late colleagues, Cheryl Blackwell Bryson and Margery Reed, who made significant contributions to the firm and in the profession.

THE CHERYL BRYSON LEADERSHIP AWARD is presented to women attorney leaders with unwavering commitment to the professional development and advancement of women lawyers. Honoring Cheryl Bryson, who passed in January 2012, this award also recognizes significant contributions to women in the legal world. Our 2023 recipient is:



EVE KLEIN

Partner, New York

THE MARGERY REED PROFESSIONAL EXCELLENCE AWARD recognizes women attorneys who are dedicated to creating and modeling work-life management. Honoring Margery Reed, who passed in December 2013, this award also recognizes significant contributions toward mentoring others regarding issues of work-life management. Our 2023 recipient is:



TRACY McCREIGHT

Partner, Austin

LEADER SPOTLIGHT



DAWNN BRIDELL

Dawnn was installed as the president of the Camden County Bar Foundation (CCBF) for 2023-2024. The CCBF is the charitable arm of the Camden County Bar Association, the second largest bar association in New Jersey. Dawnn also served as the 95th president of the Camden County Bar Association in 2021-2022.



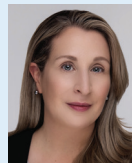
FRAN JACOBS

Fran was named vice chair of the New York City Bar Association Judiciary Committee in 2023.



PATRICIA HOLLENBECK

Patricia was named the 2023 president and program chair of the San Diego Inn of Court and a director of the San Diego Federal Bar Foundation.



JESSICA PRISELAC

Jessica joined Carlow University's board of trustees. Jessica was also appointed to the board of Pittsburgh Public Theater and the Sedona Conference's committee on exporting data from the People's Republic of China.



SHEILA RAFTERY WIGGINS

Sheila was appointed secretary/treasurer of the Trial Attorneys of New Jersey (TANJ) for which she has served on the Board of Trustees and as Team Lead on the Trial Education Committee. Per the officer succession rules, she will be president of TANJ in 2024.

WINS in the Community

WINS develops, sponsors and co-hosts programs with a number of women's legal organizations, including the National Association of Women Lawyers, to educate on topics pertaining to leadership, legal trends and practice-related issues.



Outside of our professional commitments, we regularly partner and volunteer with a number of charities throughout our offices. Over the years, we have supported the following organizations, among others:

- » Alice Paul Institute
- » Asian Pacific Community Fund
- » Beauty Changes Lives
- » Capital Area Food Bank
- » Children's Hospital of Philadelphia
- » Circle of Aunts & Uncles
- » DIFFA: Design Industries Foundation Fighting AIDS
- » Dress for Success
- » Gaudenzia New Image Program
- » Habitat for Humanity
- » The Home for Little Wanderers
- » Make-A-Wish Walk for Wishes
- » Mama's Kitchen
- » Making Strides Against Breast Cancer
- » Pajama Program
- » Pedal the Cause San Diego
- » San Francisco-Marin Food Bank
- » SeniorLAW Center
- » Support Center for Child Advocates
- » Tom Homann LGBT Law Association
- » Women Against Abuse

Duane Morris Family-Friendly Benefits

Duane Morris recognizes the importance of supporting its attorneys and offers an array of complimentary family-friendly benefits to our attorneys, including generous cost sharing for dependent medical care, as well as an array of policies and programs that foster professional development and support personal fulfillment and work-life balance, including:

- » Parental Affinity Group peer network
- » WINFertility family building support program
- » Mindful Return planning for parental leave and return
- » Milk Stork breast milk delivery service
- » Bright Horizons back-up child and elder care
- » Carebridge employee assistance program
- » Spring Health emotional health and wellness benefit
- » Employee wellness programs, events, benefits and offerings

PAID PARENTAL LEAVE

The firm offers paid parental leave for the birth or adoption of a child, up to eight consecutive weeks (and also offers eight weeks of disability leave for birth mothers). The terms and time of parental leave vary by state and/or municipal laws. Parental caregivers may also request additional unpaid leave, aggregating six months of paid and unpaid leave.

PART-TIME AND FLEXIBLE WORK ARRANGEMENTS

The firm offers viable part-time schedules, before or after any applicable leave and ramp down/ramp up period, for attorneys to allow them to develop their careers, attend to families and obtain a work-life balance. Formal requests must be made, and requests are granted on a case-by-case basis considering a number of factors, including firm and client needs, lawyer performance and other criteria.

RAMP DOWN/RAMP UP

The Ramp Down/Ramp Up policy enables caregivers to balance the demands of family and firm before and after the birth or adoption of a child, assuming terms of requisite length of leave of absence are met.

Ramp Down

1. Billable hours expectation will be reduced by 30 percent for up to four weeks immediately prior to an attorney's leave.
2. No reduction in compensation during ramp down period.

Ramp Up

1. Up to three months to ramp back up to regular billable hours expectation.
 - a. 30 percent reduction during first month.
 - b. 20 percent reduction during second month.
 - c. 10 percent reduction during third month.
2. No reduction in compensation during ramp up period.

Distinguished Alumnae



JUDGE MARJORIE “MIDGE” RENDELL
United States Court of Appeals for the
Third Circuit:

“Jane Dalton, Gene Pratter, Kate Shay and Barbara Adams established a tradition of acceptance of women and, as a result, led Duane Morris to be recognized (and continue to be recognized) as a good place for women to work.”



BARBARA ADAMS
Former General Counsel of the
Commonwealth of Pennsylvania

“I cannot overstate the business and management principles that I learned at Duane Morris over the years. That background has served me so well.”



JAMIE DYCE
Executive Director at Pajama Program

“Duane Morris was always about the people, and always will be. I am incredibly grateful to have been given the opportunity not only to practice law among such a talented group, but to have learned so much about myself through the relationships I built with so many kind, smart, hilarious, complex, honest and giving people.”



ALISON LAZERWITZ
Senior Vice President and General
Counsel at Swarovski Corporation AG

“Whatever qualities I have as a lawyer, I have them because of Duane Morris.”



LEAH WATERLAND
Director, Legal, IP Litigation at Cisco
Systems, Inc.

“While many law firms silo their associates and junior partners into specialized areas without supporting cross-experience or stretch goals that are critical to growth and motivation, Duane Morris sets itself apart by doing the opposite.”



NEHA PANDYA DAVE
Co-Founder and Chief Operating Officer
at FLIP Africa Ltd.

“My years at Duane Morris were tremendously valuable, providing me with a core skill set as a lawyer, a competitive edge in research and drafting, an appreciation for business development and a network of highly accomplished peers and mentors.”



Duane Morris’ Philadelphia Diversity & Inclusion Committee and Women’s Impact Network for Success (WINS) hosted an event featuring four of the firm’s most distinguished alumni—the **Honorable Midge Rendell**, the **Honorable Gene Pratter**, **Barbara Adams** and **Paulette Brown**—who shared stories about their time at the firm and their extraordinary professional accomplishments.

From left to right: Matt Taylor, Barbara Adams, Judge Rendell, Paulette Brown, Judge Pratter and Lynne Evans.

WORDS *from our* IMPACTFUL WOMEN



CHRISTIANE CAMPBELL

WINS Chair and Partner, Philadelphia

“In order to truly move the needle and gain momentum on the inclusion of women attorneys, law firms must have women in positions of leadership. Duane Morris has created opportunities for women to lead, encouraged its women on their paths to leadership and supported and celebrated their leadership positions. Simply put, Duane Morris lifts its women up.”



CYNDIE CHANG

Managing Partner, Los Angeles

“I’ve been at the firm for most of my career, and believe that the firm’s support, trust and opportunities have provided me a great platform to be the lawyer that I want to be. Our women lawyers redefine what the modern lawyer looks like. I’m proud that our group of women lawyers are leaders of important and complex legal matters that are shaking things up in the legal industry.”



LINDA CROW

Partner, London

“Prior to joining Duane Morris, I had practiced with several other firms, including both home-grown, UK-headquartered firms and in the London office of American-based firms... so I’ve had the opportunity to see how this business works—both well and less well—from many sides. Now that I’ve been at Duane Morris for the past five years, I have to say this environment—both at the London office and working across-offices—has been a revelation. The vast majority of my work is for international clients and involving cross-border elements. The lawyers and collaborative, collegial spirit at Duane Morris enables a free and easy flow of ideas and communication, which really helps when we’re doing these complex transactions.”



JANE LESLIE DALTON

Of Counsel, Philadelphia, First woman elected to partnership at the firm in 1978

“You have to be your own CEO; you have to be in charge of your career. This is even more important now than it was when I started practicing law. You have to be really careful about the decisions you make, and to do that, you have to have goals and know where you’re going. We realized that we needed more structure to support women in both their advancement and their careers. As a result, we formed WINS.”



TRACY GALLEGOS

Partner, Las Vegas

“Coming from another big law firm, I thought I knew what to expect from Duane Morris. During the recruitment process, everyone talked about the collegial, collaborative culture of the firm and how the culture would really help boost my career, but you never really know what you’re getting into until you actually join the firm. Quite frankly, the move to Duane Morris has exceeded my expectations and everything that I’ve been told is absolutely true, which is really refreshing! There’s never any hesitation on anyone’s part to jump in and help, day or night, even on the most arcane issues, and the team culture really helps propel your practice. I happen to split my time between the Las Vegas and San Francisco offices and the welcome couldn’t have been warmer from either. I feel like I’ve been part of the Duane Morris family for a lot longer than I have because of the amazing people I get to work with every day. The transition couldn’t have been easier or faster, the support departments like Finance, IS and Marketing operate at an extremely high level, and it’s really been a smooth and seamless transition for my clients and me.”



MEAGAN GARLAND

Partner, San Diego

“A core principle of the firm’s strategic plan is to ensure more opportunities are available for all women attorneys and to help them find their niche and get the chance to work with target industries while collaborating with colleagues from all levels.”



DELIA ISVORANU

Partner, San Francisco

“When our California team chose to join Duane Morris, we did so because of the firm’s reputation for high-caliber attorneys, a global platform, diversity, collegiality and interaction with other offices and practices. What we found has exceeded our expectations. We are well supported by the firm’s and practice group’s management, the Marketing team and the administrative infrastructure, which enables us to better serve our clients and expand our practice.”



JESSICA LA LONDE

Partner, San Francisco

“Duane Morris has demonstrated an unparalleled dedication of time, money and resources to aid in the success of its women attorneys. I am proud to be a partner in this firm.”



ALYSON WALKER LOTMAN

Partner, Philadelphia

“I am proud to work with the amazing community of women at Duane Morris. Their brilliance and strength inspire me to continue to push harder. I am fortunate to have found mentors and friends among these extraordinary women. From advancing legal skills to developing a network, WINS has helped me grow.”



BEATTY O'DONNELL

Partner, Philadelphia

“We want to inspire, motivate and empower our women to enjoy the same career that I have had—really the privilege of having—at Duane Morris. Our women are terrific, but it’s challenging to raise a family, be a professional, work very hard for your clients and be a leader in your practice area and in your community. The aim of WINS is to give our women attorneys the tools to effectively manage their careers and lives.”



**DUANE
MORRIS** *Wins*
WOMEN'S IMPACT NETWORK FOR SUCCESS

Duane Morris – Firm and Affiliate Offices | New York | London | Singapore | Philadelphia | Chicago | Washington, D.C. | San Francisco
Silicon Valley | San Diego | Los Angeles | Boston | Houston | Dallas | Fort Worth | Austin | Hanoi | Ho Chi Minh City | Shanghai
Atlanta | Baltimore | Wilmington | Miami | Boca Raton | Pittsburgh | Newark | Las Vegas | Cherry Hill | Lake Tahoe | Myanmar
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