Women’s Impact Network for Success

The Women’s Impact Network for Success
“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
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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Our Women Leaders

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

ANDREA M. AUGUSTINE  
Co-Chair, Patent Preparation and Prosecution Division

KATHERINE BRODIE  
Team Lead, Education Industry Group

SHARON CAFFREY  
Co-Chair, Trial Practice Group

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

CYNDIE CHANG  
Managing Partner, Los Angeles Office

ERIN M. DUFFY  
Vice Chair, Health Law Practice Group

TRACY GALLEGOS  
Team Lead, Cannabis Industry Group

AMY J. GUSS  
Vice Chair, Private Client Services Practice Group

NANETTE C. HEIDE  
Co-Chair, Private Equity Division  
Team Lead, Private Equity Industry Group

SANDRA A. JESKIE  
Team Lead, Technology, Media and Telecom Industry Group

EVE KLEIN  
Chair, Employment, Labor, Benefits and Immigration Practice Group

HOPE KREBS  
Co-Chair, International Division

SUSAN A. LAWS  
Executive Committee  
Managing Partner, London Office

MEAGEN E. LEARY  
Co-Chair, Business Reorganization and Financial Restructuring Practice Group

ALYSON LOTMAN  
Team Lead, Transportation, Automotive and Logistics Industry Group

MAIRI V. LUCE  
Co-Chair, Finance and Restructuring Transactions Division

ROBIN MCGRATH  
Team Lead, Fintech Industry Group

NICOLE K. MCLAUGHLIN  
Chair, Trademark, Copyright, Entertainment and Advertising Division

LANG THI NGUYEN  
Chair, Duane Morris Vietnam LLC

VICKI A. 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

MANITA RAWAT  
Managing Partner, Silicon Valley Office

LISA T. SCRUGGS  
Team Lead, Education Industry Group

KATE SHAY  
Co-Chair, Venture Capital Division

WENDY M. SIMKULAK  
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

KELI WHITLOCK  
Co-Chair, Venture Capital Division

JENNIFER A. WIECLAW  
Chair, Real Estate Financing Division

CINDY YANG  
Team Lead, Fintech Industry Group
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

CYNDIE CHANG
2021 Minority Leaders of Influence and 2019 Most Influential Women Lawyers
Los Angeles Business Journal

NANETTE HEIDE
Most Influential Women in Mid-Market M&A
Mergers & Acquisitions, 2018-2021

SHEILA HOLLIS
2019 Global Award for Energy & Natural Resources
M&A Today

SANDRA JESKIE
2021 Industry Leader Award
Professional BusinessWomen of California (PBWOC)

JENNIFER KEARNS
2018 Business Woman of the Year Award
San Diego Business Journal

THERESA LANGSCHULTZ
2019 Lawyer on the Fast Track
The Legal Intelligencer

DENYSE SABAGH
2019 Carol Weiss King Award
National Immigration Project
2019 Most Powerful Employment Lawyer “Hall of Fame”
Lawdragon

LISA SPIEGEL
2019 Top Rated Lawyer
National Law Journal
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**
- Make Your Moment featuring Dion Lim
- Notes to Younger Selves
- Fireside Chat with Firm Leadership
- The Female Board 2021
- How to Future Proof Your Career: Staying Relevant for Tomorrow’s World with Anat Baron
- A Seat at the Poker Table: Business Skills Through Poker
- Personal Business Development Coaching

**HEALTH AND WELLNESS**
- 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
- The Notorious RBG Movie Screening

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 Confirmed as Member of 2021 Mansfield Certification Cohort

Duane Morris is participating in the industrywide Mansfield 4.0 (Mansfield 2021) certification program alongside other top law firms across the country. Under this program, Duane Morris will consider women, attorneys of color, LGBTQ attorneys and/or attorneys with disabilities for at least 30 percent of its leadership and governance roles, senior lateral positions, equity partner promotions and more.
Duane Morris
Women’s Summit—
IMPACTFUL WOMEN

The June 2021 event featured a keynote address from Diane von Furstenberg, renowned fashion designer, author and philanthropist. The summit also included a panel of leading women general counsel sharing insights on developing their careers and leading legal teams.
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. Cheryl passed in January 2012. Our 2020 recipients are:

MANITA RAWAT
Managing Partner
Silicon Valley

LISA SCRUGGS
Partner
Chicago

THE MARGERY REED PROFESSIONAL EXCELLENCE AWARD recognizes women attorneys who are dedicated to creating and modeling work-life management, as well as mentoring. Margery passed in December 2013. Our 2020 recipient is:

LINDA HOLLINSHEAD
Partner
Philadelphia
DOMINICA ANDERSON
Dominica was elected President and Board Chair of the Board of Directors of the Professional BusinessWomen of California (PBWC), a nonprofit organization with over 40,000 members, PBWC focuses on the advancement of women in the workplace.

CYNDIE CHANG
Cyndie serves as one of 12 Commissioners on the ABA Commission on Women in the Profession and a board member of the National Association of Women Lawyers (NAWL).

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
» 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
» 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.
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.”

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.”

LAUREN LONERGAN TAYLOR
SVP, Director and Managing Counsel, Head of Commercial Lending and Corporate Secretary’s Office at TD Bank, N.A.
“From the lawyers to the professional staff to the office support, Duane Morris has a distinctive culture that is comfortable and congenial, with a big personality to boot. I was privileged to work with incredibly gifted lawyers and dedicated staff who also made me laugh—a lot—every day.”

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.”

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

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.”

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.”

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.”

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.”