



WOMEN IN FOCUS 2014



JENNER & BLOCK – A HISTORY OF COMMITMENT TO DEVELOPING WOMEN ATTORNEYS’ CAREERS

During the first half of the twentieth century, women attorneys working as attorneys in law firms were scarce. Not many women went to law school, and law firms were not particularly welcoming places for those who did. The firm that would become Jenner & Block was not so very different from other firms – and society – at that time.

But by the 1960s, the firm was becoming gender friendly earlier and more genuinely than were most law firms. In 2014, as Jenner & Block celebrates its centennial, it also celebrates its commitment to helping women attorneys thrive and become leaders in the industry.

To the public, that commitment was probably best represented during Susan C. Levy’s recent tenure as managing partner, from 2008-2014. When Susan took on that role, Jenner & Block joined a select group of only 8 percent of the top 200 law firms having women managing partners.

Internally, the firm has prided itself on developing a culture friendly to women attorneys at least since the first woman lawyer was hired more than five decades ago. In 1962, Marianna M. Cook was the first woman to work as a lawyer, and, in 1970, the first woman elevated to partner. In 1974, Joan H. Hall became the first woman chair of the Hiring Committee. She recalled riding with name Partner Albert E. Jenner in a limousine, on the way to a funeral, and telling him that the firm’s class of new attorneys for the following year was 50 percent women. His reaction was simply to ask if any were from his alma mater, the University of Illinois.

By the 1980s, the firm reportedly had more women than any other law firm in the country. As Hiring Committee chair, Joan found that men at the firm were open to the possibility that “women had something to contribute.” As for women attorneys, she observed, they were attracted by “seeing other women in positions of power and that there was a nucleus of women, so that you wouldn’t be the first, and that women were in all different areas of practice. You weren’t restricted in what you could do in your practice.”

Interested in helping women attorneys develop their careers, Joan sponsored lunch sessions where women mentored each other in the art and strategy of building their client portfolios and positions at the firm.

By 2002, those informal efforts helped lead to the creation of the firm’s Women’s Forum. Its stated

mission is to “foster opportunities for professional, social and personal growth for our women attorneys, communicate the firm’s strong commitment to the success of its women attorneys and enhance the visibility and recognition of Jenner & Block’s leadership in support of women in the legal profession.”

Partner E. Lynn Grayson explained that the Forum grew out of a diversity strategy plan at the time that focused on ways to retain, promote and attract diverse attorneys.

“It was a wonderful time in the firm to formally organize what had always been going on. The creation of the Women’s Forum gave structure and integrity, if you will, to what had always been going on to promote and make sure that our women attorneys are successful, but also that they feel welcome here and that they get an opportunity to know one another,” said Lynn, who was the Forum’s second chair.

The Women’s Forum is not the only outlet for supporting women attorneys. The Forum sponsors an informal networking program called “Making Connections,” which provides opportunities for women attorneys to socialize and interact with each other in a variety of settings ranging from wellness events to the roller derby and baseball games.

In 2010, Partner Reena Bajowala helped launch another group, this one aimed at helping working mothers navigate parenthood and their careers.

“The Mother’s Circle really started based out of my personal need matched with other needs of mothers in Jenner & Block. That when you come back from maternity leave or from having a new child in your life, the balance of work and trying to figure out just how to manage some of those additional responsibilities becomes really, really difficult and you’re not sure sort of where to turn,” Reena explained in her oral history.

The Mother’s Circle started in Chicago but today meets in every office, with sessions designed by and targeted toward the needs of the women in those offices. Topics of sessions have ranged from how to choose a school district to great nanny services.

Lynn noted that the Women’s Forum continues to “change and transition over time as the law firm changes and transitions over time.” Along with the Mother’s Circle and “Making Connections,” the Forum remains a dynamic illustration of a core value at Jenner & Block. ■■

**1914** Newman, Poppenhusen & Stern was founded on January 1. Fifty-five years and nine names later, the firm became known as Jenner & Block

**1920** The 19<sup>th</sup> Amendment to the Constitution grants women the right to vote.

**1962** Jenner & Block hires its first woman lawyer, Marianna Cook. In 1970, she would become the first woman elevated to partner

**1963** Congress passes the Equal Pay Act

**1974** Joan H. Hall becomes the first woman chair of the Hiring Committee

**1978** The Pregnancy Discrimination Act passed

**1982** Jenner & Block opens Washington, DC office

**1986** In *Meritor Savings Bank v. Vinson*, the U.S. Supreme Court finds that sexual harassment is a form of illegal job discrimination.

**2002** Jenner & Block Women’s Forum is founded

**2002** Jenner & Block wins the National Association of Women Lawyers President’s Award of law.

**2005** Jenner & Block opens New York city office

**2008** Susan C. Levy begins her six-year tenure as the firm’s first woman managing partner

**2008** Working Mother/Flex-Time Lawyers “50 Best Law Firms for Women,” 2008-2014

**2009** Jenner & Block opens Los Angeles office

**2010** Jenner & Block’s Mother’s Circle is founded

**2013** Ban on military women serving in combat roles is lifted

**2013** Terri L. Mascherin is inducted into the America College of Trial Lawyers, the third woman Fellow from Jenner & Block, following retired partner Joan H. Hall (the first woman Fellow in Illinois).



### MASCHERIN INDUCTED INTO THE AMERICAN COLLEGE OF TRIAL LAWYERS

Partner Terri L. Mascherin was inducted into the American College of Trial Lawyers in October 2013, becoming the third woman in Jenner & Block's 100-year history to be elected an ACTL Fellow. With her selection, she joined 13 other Jenner & Block Fellows of the College. She is one of a handful of women ACTL Fellows in Illinois. Within the firm, she was preceded by retired partner Joan H. Hall (the first woman Fellow in Illinois) and former partner Linda C. Listrom. Terri's history as a leading litigator includes, among other victories, being on the firm team that secured a \$101 million verdict for leading healthcare real estate investment trust Ventas, Inc. in 2009, a matter recognized by *The National Law Journal* as one of the "Top Verdicts of 2009." She was also a key member of the team on

*The third woman in Jenner & Block's 100-year history to be elected an ACTL Fellow*

the appeal that affirmed the verdict and remanded the case for a trial on punitive damages, leading to an ultimate settlement of approximately \$225 million for Ventas. She has represented Honey-

well, Exelon and CRST Van Expedited in their most important and complex litigation matters. In addition, Terri is one of very few women (or men) among the *AmLaw 100* who have tried capital murder cases.

Also in 2013, Terri chaired a special committee of the Chicago Bar Foundation that launched the Justice Entrepreneurs Project (JEP). The JEP is an incubator where, at any given time, 30 socially conscious and sustainable solo and small firm law practices will have the opportunity to grow and thrive. The program aims to assist recent law graduates in developing practices that will serve a sizeable gap in the legal market—clients who earn too much to qualify for free legal aid, but not enough to pay traditional lawyer rates. Terri served as chair of the steering committee for the program. ■■



### LAW360 NAMES PARTNER HARRISON A 2014 RISING STAR

Partner Lindsay C. Harrison has been selected by *Law360* as a "Rising Star" in the Hospitality practice area. Lindsay is one of only four attorneys chosen nationwide for this recognition. Describing the "Rising Stars" as "attorneys under 40 whose legal accomplishments belie their age," *Law360* profiled Lindsay on May 14, highlighting her work for Marriott and Ritz-Carlton. ■■



### MORSE PRESENTS LIFE STORY OF PIONEERING LAWYER MYRA BRADWELL

Associate Rachel S. Morse portrayed the life story of women's rights trailblazer Myra Bradwell at a program titled "Myra Bradwell: The Practice of Law in the Wake of Her Legacy." Rachel opened the program with a dramatic rendition of Bradwell's 20-year struggle to become the first woman admitted to the Illinois bar. Using only memorized excerpts of court records and historical documents, Rachel presented Bradwell's arguments before the Illinois Supreme Court and U.S. Supreme Court, as well as the Courts' opinions justifying Bradwell's exclusion from the bar. The program closed with commentary from a distinguished panel discussing women and diversity in the law, including Chief Justice Garman, Chief Judge Wood, and Justices Burke and Garman. Sponsored by the Illinois State Bar Association Standing Committee on Women and Standing Committee on Racial and Ethnic Minorities and the Law, the program was held March 21, 2014. ■■



### BAJOWALA NAMED A "MOST POWERFUL & INFLUENTIAL WOMAN" BY THE ILLINOIS DIVERSITY COUNCIL

Partner Reena R. Bajowala was named a "Most Powerful & Influential Woman" of 2014 by the Illinois Diversity Council. She was formally recognized with the award at a breakfast that took place during the Council's 5<sup>th</sup> Annual Women's Conference in Chicago in April. The award recognizes high-ranking female executives in various industries in Illinois who demonstrate leadership excellence and who have not only achieved personal success but who "have made it possible for others to more easily follow in their footsteps." Later in the conference, Reena participated as a speaker on a panel titled "Navigating Workplace Politics for Positive Results." The Illinois Diversity Council is part of the National Diversity Council, the first nonprofit organization in the country to bring together the private, public and nonprofit sectors in a dialogue about the many dimensions and benefits of a multicultural environment.

Reena was also one of five featured presenters at the Illinois Diversity Council's Third Annual Leadership Roundtable, a program for diverse professionals held at Kraft Food Group Inc.'s headquarters in Northfield. Reena led discussions with four groups of diverse professionals on topics relating to leadership, time management and branding. ■■



### ROOT NAMED TO LEADERSHIP GREATER CHICAGO'S FELLOWS PROGRAM

Partner Melissa M. Root was named to Leadership Greater Chicago's (LGC) 2015 Fellows Program. LGC is a 30-year-old nonprofit organization whose purpose is to cultivate a growing and diverse group of business, public and civic leaders for the Chicago area. Each year, approximately 35 of the city's most promising young individuals are selected for the program. Criteria include a demonstrated capacity for leadership in their chosen careers, a likelihood of achieving positions of substantial responsibility, a record of civic activity and/or a genuine interest in becoming more involved in the Greater Chicago civic arena. The program's goal is to foster a lifelong commitment to civic engagement among its diverse Fellows, who represent business, civic, nonprofit and government sectors. With the first Fellows class nominated in 1984, the program to date counts more than 900 alumni, including First Lady Michelle Obama; U.S. Secretary of Education Arne Duncan; Cook County State's Attorney Anita Alvarez; Illinois Attorney General Lisa Madigan; Valerie Jarrett, senior adviser to President Obama; and President of the Chicago Board of Education David Vitale. As a Fellow, Melissa will participate in an intensive 10-month program, studying complex urban issues and meeting with the decision-makers who are working to solve them. It is an unparalleled opportunity for in-depth learning about the issues facing the Chicago area and becoming part of a diverse network of leaders working to make a difference. ■■



### BISHOP JOINS THE EFFORT TO COMBAT DOMESTIC VIOLENCE

Associate Laura C. Bishop was active on many fronts regarding efforts to combat domestic violence, particularly during October 2013, which was Domestic Violence Awareness Month. As vice chair of the Domestic Violence Legal Clinic's Young Professionals Board, she spoke at the Board's Purple People Meeter fundraising event on October 9, and a photo of Laura at the event appeared in the October 22 issue of the *Chicago Daily Law Bulletin*. The event was to raise money and awareness for the organization, which offers free legal services and referrals to low-income Cook County residents who are victims of domestic violence. On October 13, Laura ran the Bank of America Chicago Marathon to raise money for a coalition of domestic violence agencies led by the Chicago Metropolitan Battered Women's Network. As of June 2014, Laura became chair of the Young Professionals Board. ■■

## BROADCAST COMPANY CLIENTS WIN SUPREME COURT COPYRIGHT INFRINGEMENT DECISION AGAINST INTERNET RETRANSMITTER AEREO

In a monumental win for broadcasters and copyright owners, the Supreme Court in *American Broadcasting Cos., Inc., et al. v. Aereo, Inc.*, reversed the Second Circuit's ruling denying a preliminary injunction against the Aereo Internet-streaming service. The team representing Fox Broadcasting Inc. is led by Partner Richard L. Stone and includes Partners Amy M. Gallegos, Matthew E. Price and Julie A. Shepard and Associates Ethan A. Glickstein, Christopher S. Lindsay and Jennifer Wagman Njathi. With Aereo and its knock-off, FilmOn, continuing to maneuver to steal broadcasters' content, Amy, Julie and Jennifer, along with others on the Aereo and FilmOn team, continue to fight for the broadcasters' rights in California, New York, Washington, DC, Utah and Chicago. Partner Debbie Berman is assisting in the Chicago case against FilmOn. ■■



### COX NAMED AMONG THE "BEST LGBT LAWYERS UNDER 40"

Associate Melissa A. Cox was named among the 2014 "Best LGBT Lawyers Under 40" by the National LGBT Bar Association. The annual award recognizes 40 LGBT legal professionals nationwide under the age of 40 "who have distinguished themselves in their field and demonstrated a profound commitment to LGBT equality." Associate Eddie A. Jauregui was also recognized in the list. ■■

### RULING ADOPTS FIRM'S ARGUMENTS IN CIVIL RIGHTS CASE

The U.S. Supreme Court simultaneously granted *certiorari* and vacated an award of summary judgment for law enforcement in *Tolan v. Cotton*, a civil rights case that drew significant nationwide attention. A police sergeant shot unarmed petitioner Robbie Tolan outside of the family's home in Bellaire, Texas, after responding to a call by a fellow officer who wrongly suspected Mr. Tolan of having stolen the Tolans' own car. The district court awarded summary judgment to the sergeant, and a panel of the Fifth Circuit affirmed, holding the sergeant entitled to qualified immunity from Fourth Amendment liability as a matter of law. Jenner & Block submitted an amicus brief supporting *certiorari* on behalf of the NAACP Legal Defense & Educational Fund (LDF). The brief argued that the Fifth Circuit panel engaged in impermissible fact finding at the second qualified-immunity step, which asks simply whether the involved right was "clearly established" at the relevant time. Adopting the arguments and analysis of amicus, the Supreme Court held that neither of the two qualified-immunity prongs may import "disputed factual propositions," and it labeled the Fifth Circuit's reasoning "a clear misapprehension of summary judgment standards." The team on the brief included Partner Anthony S. Barkow and Associates Reid A. Aronson, Natalie K. Orpett and Eric Del Pozo. ■■

## ATTORNEYS VOLUNTEER AT WOMEN EVERYWHERE: PARTNERS IN SERVICE PROJECT



In June, the firm's women summer associates joined a group of our women attorneys to participate in the Women Everywhere: Partners in Service Project and volunteered at a safe house maintained for domestic abuse victims. This is the 15th year that Jenner & Block women attorneys volunteered at Women in Need Growing Stronger, a non-profit organization that assists women and children victims of domestic violence by providing shelter, food, clothing, counseling and educational training. The volunteers helped make the safe house a clean and welcoming environment by sprucing up the yard, washing the walls and cleaning the pantry and kitchen. ■■

### FIRM DEFEATS ROYALTY RATE CLAIMS AGAINST CLIENT UMG RECORDINGS

Jenner & Block earned an important victory for client UMG Recordings when Judge Jesus G. Bernal (C.D. Cal.) granted UMG's motion to dismiss, with prejudice, a lawsuit brought by singer Connie Francis primarily over the issue of the royalty rate payable on sales of digital downloads. This decision was the third litigation that the firm has won in the last year in which the court rejected claims by recording artists for a higher royalty rate on download sales where the contract language unambiguously sets the rate for all records. The team included Partner Andrew H. Bart and Associate Lisa J. Kohn. ■■

### FIRM HELPS SECURE BENEFITS FOR AMERICAN AIRLINES RETIREES

Partners Reena R. Bajowala, Melissa M. Root and Catherine L. Steege and Associate Angela M. Allen were on a team that represented the American Airlines' Section 1114 Retiree Committee in successfully fending off an attempt by the airline's parent company, AMR Corp., to terminate benefits for nearly 47,000 retirees, including former pilots, flight attendants and other union and non-union workers. On April 18, 2014, U.S. Bankruptcy Judge Sean Lane in New York rejected a motion AMR made in 2012 seeking a declaration that AMR and American had the right to terminate the health and welfare benefits that American provides to its retirees. The decision meant that AMR would have to proceed to trial should it continue to seek a ruling holding that it has the right to terminate the retirees' benefits. Others on the team included Partners Marc B. Hankin, Jeffrey A. Kopy, Charles B. Sklarsky, Barry Levenstam; Associates Landon S. Raiford, David L. Russell and Carl N. Wedoff; and former associate Michael J. Kelly. ■■

### NEW PARTNERS IN 2014



Jolene E. Negre

Jolene represents public and privately held companies in a broad range of corporate and securities transactions and counseling, including mergers and acquisitions, joint ventures, strategic investments and technology acquisitions. She has significant experience in media and entertainment and works extensively with technology companies.



Tarsha A. Phillibert

Tarsha has significant experience in white-collar defense matters and in corporate internal investigations. Her practice includes counseling individuals and companies in criminal, regulatory and complex civil matters.



April A. Otterberg

April concentrates in professional responsibility litigation, focusing on defending lawyers and law firms in pending or threatened legal malpractice, aiding and abetting, and related claims. April also represents corporate clients in breach of fiduciary duty and related claims under ERISA, and she maintains an active practice in complex business litigation in trial and appellate courts.

# JENNER & BLOCK

## APPOINTMENTS

Partner Reena R. Bajowala was elected to the board of directors of the Public Interest Law Initiative.

Partner Lindsay C. Harrison was elected as an officer of the Edward Coke Appellate Inn of Court and will serve as its secretary for 2014-2016.

Partner Susan J. Kohlmann was selected to co-author the U.S. analysis and global overview in *Copyright*, published by *Getting the Deal Through*.

Partner Gabrielle Sigel was elected secretary of the board of the Chicago Foundation for Women.

Partner Barbara S. Steiner was elected to serve on the LAF Board of Directors. Barbara was elected at the April 29, 2014, meeting and will serve a three-year term.

## ATTORNEY RECOGNITION

### *The Best Lawyers in America*

#### **Bankruptcy and Creditor Debtor Rights / Insolvency and Reorganization Law**

Catherine L. Steege

#### **Commercial Litigation**

Terri L. Mascherin  
Barbara S. Steiner

#### **Environmental Law**

E. Lynn Grayson

#### **Litigation – Bankruptcy**

Catherine L. Steege

#### **Chambers USA**

Mary Ellen Callahan, Privacy & Data Security (Nationwide)  
E. Lynn Grayson, Environment: Mainly Transactional (Illinois)  
Gabrielle Sigel, Environment: Litigation (Illinois)  
Catherine L. Steege, Bankruptcy/Restructuring (Illinois)

#### **Illinois Super Lawyers**

#### **TOP 50 WOMEN**

E. Lynn Grayson  
Terri L. Mascherin  
Catherine L. Steege

#### **Bankruptcy & Creditor/Debtor Rights**

Catherine L. Steege

#### **Business Litigation**

Debbie L. Berman  
Terri L. Mascherin  
Suzanne J. Prysak  
Barbara S. Steiner

#### **Environmental**

E. Lynn Grayson

#### **Environmental Litigation**

Gabrielle Sigel

#### **RISING STARS**

Mercedes M. Hill Mergers & Acquisitions, Melissa M. Root, Bankruptcy & Creditor/Debtor, Sara Tonnie Horton Intellectual Property, April A. Otterberg Professional Liability: Defense, Sally K. Sears Coder Business Litigation, Nicole A. Allen Criminal Defense: White Collar, Jennifer L. Dlugosz Personal Injury Defense, Genevieve J. Essig Environmental, Nancy C. Jacobson Criminal Defense White Collar, Brienne M. Letourneau General Litigation, Jamie Keating Lord Intellectual Property Litigation, Rachel S. Morse Business Litigation, Anna Barreiro Sutti Securities and Corporate Finance, Allison A. Torrence Environmental

#### **International Association of Privacy Professionals**

Mary Ellen Callahan, winner of the 2013 Privacy Vanguard Award

#### **Lawdragon's**

**500 LEADING LAWYERS IN AMERICA**  
Terri L. Mascherin

#### **Law360**

**RISING STAR**  
Lindsay C. Harrison

#### **Law360 and LexisNexis' Mealey's Litigation Report Insurance**

#### **TOP ENVIRONMENTAL COVERAGE RULINGS OF 2013**

Jan A. Larson, on the ProBuild Holdings, Inc. and ProBuild Company, LLC team

#### **Leadership Council on Legal Diversity**

Jolene E. Negre, selected for the 2014 Fellows Program

#### **Managing Intellectual Property's**

**IP STARS**  
Susan J. Kohlmann

#### **New York-Metro Super Lawyers**

Katya Jestin, Criminal Defense: White Collar  
Susan J. Kohlmann, Intellectual Property Litigation

#### **Southern California Super Lawyers**

#### **RISING STARS**

Lisa J. Kohn, Media-Advertising  
Kelly M. Morrison, Business Litigation  
Kate T. Spelman, Business Litigation

#### **Washingtonian Magazine**

Mary Ellen Callahan, one of the Capital's top lawyers (National Security) and a "Tech Titan"

#### **Washington, DC Super Lawyers**

Julie M. Carpenter, Government Contracts

#### **RISING STARS**

Jessica Ring Amunson Appellate and Constitutional Law, Carrie F. Apfel Government Contracts, Jan A. Larson Insurance, Melissa A. Cox General Litigation



Working Mother & Flex-Time Mothers ranked Jenner & Block among the 50 best law firms for women in 2008-2014



Vault's 2014 survey, Jenner & Block ranked among the top 20 law firms nationally in:

- Overall Diversity **Top 5**
- Diversity – LGBT **Top 5**
- Diversity – Women **Top 10**
- Diversity – Minorities **Top 20**



*The American Lawyer* ranked Jenner & Block the #1 firm nationwide for pro bono efforts in 2014, based on results from the 2013 calendar year – 175 average pro bono hours per attorney and 87 percent of our attorneys contributing more than 20 hours to pro bono matters