

In Our Own Words

*Women's Management Council
10-Year Celebration*

**Shook,
Hardy &
Bacon** L.L.P.



REFLECTIONS ON 10 YEARS OF THE WMC

I have heard SHB Chair John Murphy describe efforts to advance diversity in the legal profession as “a journey – not a destination.” As I reflect on 10 years of the Women’s Management Council (WMC) at Shook, Hardy & Bacon, I find those words to be most appropriate. It has been an amazing journey over the past decade. And while we have been fortunate to celebrate milestones along the way, the journey is still very much in progress. This is as much about looking forward as it is about looking back.

Even as few as 10 years ago, the practice of law for women was much different than today. Relative to today, women, both at firms and in in-house legal departments, were isolated. There were far fewer of us and in some cases, only one woman in an office, a practice group, or a legal department. Women did not hold leadership positions within the firm, and there were no women partners among the most highly compensated attorneys. In short, the path to objective success in a big law firm was not clearly defined for women.



Marie Woodbury

Founding Chair | SHB Women’s Management Council

Still, to be perfectly candid, this did not begin from a master strategic plan with grand concepts and big-picture ideals of what it could become. I, and others, simply believed there were opportunities for those of us at Shook to get together more regularly for camaraderie, to share ideas and to learn from each other. In political terms, it was truly a grassroots effort. It was mentoring to be sure, but I doubt any of us would have recognized it as such at the time.

Those early meetings proved incredibly helpful, and we soon recognized the need for more structure and organization. The Women's Management Council was formed, and I was privileged to serve as its first chair. Were we trailblazers? Pioneers? With the benefit of hindsight, in some respects I guess we were. Mostly, however, we were just darn good lawyers who wanted to be able to practice and advance our careers on a more equitable playing field.

Over the past decade we have made incredible progress. Since Marty Warren was first elected to the Executive Committee in 2001, women partners have continued to hold key leadership positions in practice groups, offices and on the firm's Management Council. We will begin 2012 with three women partners on the Executive Committee, the firm's chief governing body. In the firm's equity partner ranks, 24 percent are woman – a number that compares very favorably with large firms across the country. And today, it is certainly not uncommon for women attorneys at Shook to be leading major trial teams and to be the primary advisors to clients on their most challenging issues.

Equally important, through the leadership of the WMC, the firm continues to make strides to create an environment that is conducive to helping women succeed and advance. The firm's alternative-work-schedule policy, for example, allows attorneys to work a reduced schedule and stay "on track" for partnership. A recently approved Phase-





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As the legal industry on the whole has also progressed in the advancement of women lawyers, Shook has proudly been at the forefront.



Back program will assist lawyers – both women and men – in balancing their challenging careers with the demands of raising a family.

As the legal industry on the whole has also progressed in the advancement of women lawyers, Shook has proudly been at the forefront. This year, for the third time, the firm was recognized by The Working Mother Research Institute as one of the country's "50 Best Law Firms for Women." Also this year, the Women in Law Empowerment Forum (WILEF) announced that Shook was among its initial class of law firms awarded a Gold Standard Certification for integrating women into the highest leadership positions.

The scope of the Women's Management Council, of course, has expanded, and the WMC is thriving in its mission of assisting the firm's women lawyers as they develop the necessary legal skills, mentoring relationships and marketing opportunities that will support their promotion into the partnership. With nearly half of all law students now female, WMC's role will only continue to be heightened in the coming years as more women enter the practice.

So, at this 10-year milestone, I am proud of what the WMC has accomplished and I congratulate all of my colleagues who have been so instrumental in that success. As I look ahead, I am proud that we have provided a solid foundation for generations of SHB women lawyers to build upon.

Thank you. •

A handwritten signature in black ink, reading "Anne Woodley". The signature is written in a cursive, flowing style.

Your idea of happiness?

Being content with the people and things that surround me and not needing more because what I have here and now is enough for me.

Your idea of misery?

Envyng others for something they have since I have no clue how they came by what I might consider enviable.

If not yourself, who would you be?

I actually can't think of anyone else I'd rather be than me. Except maybe my 3-year-old daughter, to be able to see the world all new and shiny again and to have endless possibilities still unexplored waiting for me. Everything seemed so much bigger and better as a kid, and fun was around every corner and in the most mundane things.

Your favorite virtue?

Fairness.

Your heroines in world history?

Any woman who has ruled a nation and ruled well. Most especially, those women who have risen to power and lead in Third World countries where women still, traditionally, do not have equal rights to men.

Your favorite motto?

"We can never judge the lives of others, because each person knows only their own pain and renunciation. It's one thing to feel that you are on the right path, but it's another to think that yours is the only path." Paulo Coelho

Partner | SHB Miami
Global Product Liability Litigation

Hassia Diolombi

Shook,
Hardy &
Bacon L.L.P.



REFLECTIONS
ON LIFE AND
THE LAW

Shook,
Hardy &
Bacon L.L.P.®

As we celebrate the 10th anniversary of the Women's Management Council, six of our successful partners share their thoughts on the practice of law from a woman's perspective.

Darolyn Hamada

Partner

SHB Orange County
Pharmaceutical &
Medical Device Litigation



Lucy Mason

Partner

SHB San Francisco
Global Product
Liability Litigation



What's the best advice you have received from another woman in the law?

HAMADA: My mentor once told me if I need to attend certain functions related to my child, block them out on my calendar and protect them as if they are meetings with clients. That is the only way you will be able to keep control over your calendar and still maintain a balanced life.

MASON: That's great advice, Darolyn. As a working mom, I really appreciate the importance of prioritizing family time. The best advice given to me was to be yourself. We are not supposed to be just like men. Part of our value, as with any diverse person, is the unique perspective and unique life experiences we bring to the table.

DESHONG:

So true, Lucy. The advice I received wasn't from a woman, but it was still excellent advice for any lawyer—be a straight shooter. Always. Your integrity is priceless. Do what you say you are going to do. Be incredibly responsive.

SASTRE: Well put, Leanne. The best advice another woman in the law gave me was to chart your own course, decide what you want to do and make sure that happens. Also, realize that perfection at work and at home are not the standard.

Do certain professional issues uniquely affect women?

CROFT: Some professional issues uniquely affect women of course but some uniquely affect men, too.

MASON: Very diplomatic, Sarah! While I find certain professional issues are less likely now to uniquely affect women than when I started practicing, unfortunately, gender bias still exists and we still encounter it from time to time. When I was an assistant U.S. attorney, a federal judge refused to let me appear on behalf of the U.S. government because I was wearing a pants suit. He asked me to go home and change and come back looking like a lady. Today though, I've found that family issues, such as child care or elder care, now more than ever affect men and women alike; it just depends on who has primary responsibility in each individual household.



Leanne DeShong

Partner

SHB Kansas City
Pharmaceutical &
Medical Device Litigation



Hildy Sastre

Partner

SHB Miami
Pharmaceutical & Medical
Device Litigation

The best advice another woman in the law gave me was to chart your own course, decide what you want to do and make sure that happens.

If being a perfectionist means having high standards, mastering all the details of the case you're working on and even knowing more about an opposing party than her own counsel, then perfectionism will go a long way toward advancing a legal career.

Sarah Croft
Partner
SHB London
Global Product
Liability Litigation



Madeleine McDonough
Partner
SHB Washington, D.C.
Pharmaceutical & Medical
Device Litigation



DESHONG: I couldn't agree more. My sense is that this issue may be fading a bit as more women move into leadership positions and people are more comfortable with women in those roles. Still, if you're a mom, trying to compete with other lawyers who do not have the same child care responsibilities is a challenge. You simply have more on your plate to deal with in terms of being available 24/7. Also, it has been said a lot, but it is true—it's more difficult for women to find their voice so that they are perceived as strong and capable rather than overly aggressive or worse.

SASTRE: I share your sense of the different burdens on women, Leanne. Women tend to have more responsibility at home than their male counterparts, even in modern relationships. So for women, succeeding at work is much more of a juggling act than it is for men.

Has being a perfectionist helped or hindered your career?

DESHONG: I am not a perfectionist, though sometimes I wish I had that trait!

CROFT: I would prefer to be known more as a pragmatist than as a perfectionist.

MASON: I don't know whether I am a perfectionist, but attention to detail is absolutely essential in the practice of law.

SASTRE: I'm not a perfectionist, and the sooner women realize that they do not need to strive for perfection, the happier they will be.

MCDONOUGH: If being a perfectionist means having high standards, mastering all the details of the case you're working on and even knowing more about an opposing party than her own counsel, then perfectionism will go a long way toward advancing a legal career.

Has technology made it easier to practice law?

MCDONOUGH: I would have to say that today's electronic devices have really streamlined the practice of law.

SASTRE: So true, Madeleine. Today's technology has definitely made it easier to practice law. Although we tend to check e-mail during free time which is obviously a negative; it also allows me the flexibility to spend time at home working.

MASON: My answer, like yours, Hildy, is "both." But the balance tips to the side of making it easier. We all are on call now 24/7 due to technology. However, we are also able to go home and put the kids to bed, for instance, before getting back online to work when necessary. Every little bit helps.

DESHONG: Agreed, Lucy. The answer is "both, of course." Technology has made work life much more flexible in that it allows you to conduct business in places other than the office and to keep in touch with home while you are away. Advances in technology have, for some, nearly completely blurred the lines between office and home, creating a 24/7 workday.

HAMADA: I am definitely a fan of technology, Leanne, despite the fact that it keeps you “connected” at all times. Technology provides flexibility, and as a mom, I find that flexibility is a must. Technology allows me to practice law wherever I am, whether it be from a hotel room while traveling for a deposition, on an airplane, at home, or outside a dance studio while my daughter has class. I am always connected no matter where I am.

CROFT: This is what I have found, as well, Darolyn. No doubt it’s easier to practice law with technology as it gives me flexibility on where I can work. On balance, this outweighs the challenges technology inevitably brings.

What tips would you offer female law students or new associates about achieving success?

MCDONOUGH: Work smarter, not harder. Focus on the things that you can actually influence, and do not spend much time on things for which—no matter how long you spend or how long you work on it—you are unlikely to move the needle very far. And try to “call it” as soon as possible. Find areas of the law that you enjoy, and then go ask people working on those projects if they will give you a chance to demonstrate your effectiveness. Be bold. Time management may be the most underappreciated skill for lawyers. Establish long-term, mid-term and short-term goals and take charge of your life and your career. If you don’t, others will do it for you. Prioritize projects and continually re-prioritize as significant events unfold. Be flexible and nimble.

CROFT: I would give this advice to any new associate, male or female: Intelligence and hard work have got you here—but now they are a given. You need to maintain these standards, but, more often than not, colleagues and clients turn to people they know, trust and like to work with.

SASTRE: Be yourself, don't try to act like one of the guys, and chart your own course. Don't let others decide what is best for you.

DESHONG: Throw yourself into the work you are doing, find a creative way to solve the issues that are on your plate. Always do your best work. Become indispensable. You will find your way and find work that is meaningful to you if you put your energy into issues that interest you. Keep an open mind. Sometimes you will find that opportunities present meaningful, interesting issues that were not even on your radar screen. Always be true to yourself.

MASON: Like you, Leanne, I would say first, always do your best. There is no way to succeed if you aren't good. Make sure you know the details and nuances of whatever project you are working on. Second, find a good mentor. Hopefully a mentoring relationship grows organically from common work. If not, seek out a mentor. And it doesn't have to be another woman—virtually all of my mentors were men. Finally, be confident. You have a lot to offer. •

Always do your best work. Become indispensable. You will find your way and find work that is meaningful to you if you put your energy into issues that interest you. Keep an open mind.



Partner | SHB San Francisco
Global Product Liability Litigation

Dana Gwaltney

Shook,
Hardy &
Bacon^{L.L.P.}

Your idea of happiness?

Chicago pizza and seeing my children laughing and smiling, but not necessarily in that order.

Your idea of misery?

The start of football season (sorry to all the fans).

If not yourself, who would you be?

Someone who could build and fix things.

Your favorite virtue?

Honesty, hands down.

Your heroines in world history?

Any woman who has ever climbed K2.

Your favorite motto?

Live well, love much, laugh often.





THE GIFT OF EDUCATION


My grandfather was the child of Irish immigrants. He worked to pay his way through high school and college and went on to a successful engineering career. As those of you who have been on The Alicia Donahue Guided Tour of my native city know, the bronze plaque bearing the name of my grandfather's construction company sits proudly on the first tower of the Golden Gate Bridge. I once asked my grandfather of which of his life's accomplishments he was most proud. Without a moment's hesitation, he answered that it was his education.

Alicia Donahue

Partner | SHB San Francisco
Global Product Liability Litigation

Immaculate Conception Academy (ICA) has been educating the young women of San Francisco's Mission District for over 125 years. In my grandfather's day, those young women were Irish. Today, they are mostly Hispanic. Like my grandfather, the students at ICA are children of immigrants. They are eager to learn and willing to work hard to achieve their dream of a college education. Three years ago, with the cost of Catholic education on the rise as the religious teaching population continued to decline, ICA became the first all-girls high school in the Cristo Rey Network. The network is a group of 24 inner-city high schools around the country that operate on a work study program.



A photograph of three young women in white graduation gowns and caps with blue stoles. They are smiling and standing outdoors in front of a building with columns. The woman on the left is wearing a gold medal. The woman in the middle is wearing glasses. The woman on the right has long, dark, wavy hair.

They are eager to learn and willing to work hard to achieve their dream of a college education.



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580

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Most of these young women are the first members of their families to attend college and many are the first to graduate from high school.



This means that a group of four students (freshman, sophomore, junior and senior) share one job at various San Francisco companies and law and real estate firms. The employers pay the student teams' tuition costs directly to ICA (\$40,000). This year, as in the past five years, 100 percent of ICA's graduates went on to college; all on scholarship. Most of these young women are the first members of their families to attend college and many are the first to graduate from high school.

I am a member of ICA's Board of Directors and the chair of its \$12-million Capital Campaign (\$7 million raised to date!). To be honest, the work I do for ICA is time-consuming and, at times, disheartening. The economic climate makes it a difficult time to raise money and find jobs for ICA's students. But, whenever my resolve wavers, I visit ICA and strike up a conversation with one of the students. I always leave thinking that maybe the ambitious young woman I just talked to will someday have a grandchild whom she will inspire. And then, I get back to work. •

Your idea of happiness?

Taking a nap with my kids on a sunny afternoon.

Your idea of misery?

Feeling like I disappointed someone I care about.

If not yourself, who would you be?

Diane Sawyer of ABC News. She has a great job - traveling around the world, meeting people in amazing and challenging circumstances, and bringing attention to issues that matter.

Your favorite virtue?

Perseverance.

Your heroines in world history?

There are so many, but I mostly think of three - Rosa Parks ("The only tired I was, was tired of giving in."), Eleanor Roosevelt ("As for accomplishments, I just did what I had to do as things came along."), and Sandra Day O'Connor ("Each of us brings to our job, whatever it is, our lifetime of experience and values.").

Your favorite motto?

"Whatever you are, be a good one." Abraham Lincoln

Partner | SHB Kansas City
Employment Litigation & Policy

Kristen Page

Shook,
Hardy &
Bacon
LLP.





EXIT

MOREEN WALSH
HEALING BREAST CANCER
RESEARCH PROGRAM & CLINIC

W.M.C. PAGE 30 CELEBRATING 10 YEARS

Photos by Jennifer Franco Photography





THINK PINK

It's 7 a.m. on the first Wednesday of October, and I'm in jeans, a T-shirt and tennis shoes, working alongside a dozen other volunteers decorating the beautiful ballroom of River Oaks Country Club in Houston, Texas. Centerpieces of pink hydrangeas and roses have been carefully placed on each table. Pink goody bags filled with favors and important literature occupy each seat. Striking pink programs and chocolate bars with wrappers reading "Think Pink" are positioned on each plate. Banners have been hung, posters propped on easels, and registration tables are set. The other volunteers and I are scurrying about as we prepare for the 8th Annual Think Pink Luncheon.

As every detail is checked and double-checked, we listen to the beautiful sounds of the Champion Sisters, a musical trio who will delight our guests with a musical invocation. There is much to do before 11 a.m. when 500 women, and a few men, will arrive to honor the breast cancer survivors who have touched their lives and to support the ongoing efforts of the Inflammatory Breast Cancer Clinic at MD Anderson Cancer Center.

Lynne Eckels

Partner | SHB Houston
Global Product Liability Litigation

In 2004, I learned that a sorority sister had been diagnosed with a form of breast cancer that I had never heard of, Inflammatory Breast Cancer. We soon learned there was very little information available about this particular type of breast cancer, which frequently strikes young women, and is often not detectable by mammogram. Known as IBC, this form of cancer often presents as a rash on the shoulder and back, along with general muscle soreness, and is a particularly aggressive form of breast cancer. Fortunately, the world's only clinic dedicated to IBC is located here in Houston at the MD Anderson Cancer Center, but IBC had been considered one of the "orphan" cancers, meaning it doesn't receive the same level of publicity that many other forms of breast cancer have received in recent years.

A small group of us banded together and decided to have a luncheon in the tea room of our local Junior League that year and invited an oncologist to educate us about this disease. That first luncheon was an eye-opening experience, when I realized for the first time just how many women in my circle of friends had been affected by various forms of breast cancer. While acknowledging the advances in this field of research, I developed an appreciation of just how much work still needed to be done.

From that first small luncheon, our group grew steadily. We formed the Think Pink Foundation, and in 2007, we moved our luncheon to the ballroom of Houston's largest country club. It was during that year that the Think Pink Luncheon took a very personal turn for me when I learned that my sister-in-law,

(standing) Marilee Kainer, Kellye Pyle, Loru Sanwald, Kim Frutiger
(sitting) Dominique Sachse, Lynne Eckels, and Karrine McCullough



Judy Jackson

I knew then that this was a cause
and a group of people to which
I would be committed the
rest of my life.



Katherine Howard, had been diagnosed with IBC. I became personally involved in her treatment and observed first-hand the incredible work being done at the IBC Clinic. I knew then that this was a cause and a group of people to which I would be committed the rest of my life.

Our 8th Annual Think Pink Luncheon on October 5, 2011, was a huge success as I hope future events will be for many years to come. Through the fundraising efforts of our Think Pink Luncheon, our foundation has underwritten an examination room at the IBC Clinic, and our current fundraising campaign goal is to establish an endowed IBC Fellowship for a physician to work full-time on IBC research.

Work has already begun on the 2012 Think Pink Luncheon. I have a wish list of speakers I want to entice to our event, I have visions how our fundraising can benefit the IBC Clinic, but most of all, I have hope for a cure. •

Partner | SHB Washington, D.C.
Pharmaceutical & Medical Device Litigation

Rachel Simek

Shook,
Hardy &
Bacon^{L.L.P.}

Your idea of happiness?

Spending uninterrupted time with my husband and kids.

Your idea of misery?

Obviously there are much more serious miseries, but my idea of minor torment is being disorganized.

If not yourself, who would you be?

A novelist or photographer.

Your favorite virtue?

Patience. I wish I had more of it.

Your heroines in world history?

Although she's not a figure in world history, I would have to say my grandmother, who raised four kids while her husband fought in two wars.

Your favorite motto?

An old favorite from my dad, frequently recited when his kids would complain about having nothing to do: "It's not hard to bore rotten wood."

ACCOLADES



GOLD STANDARD CERTIFICATION

Women in Law
Empowerment Forum | 2011



BEST PLACES TO WORK FOR LGBT EQUALITY

Human Rights Campaign | 2010 & 2011



DIVERSITY & INCLUSION AWARD

Altria | 2010



BEST LAW FIRMS FOR WOMEN

NAFE/Working Mother & Flex-Time Lawyers | 2008, 2009, 2011



LIVING THE VALUES AWARD

The Coca-Cola Company | 2008



NO GLASS CEILING AWARD

The Bar Association of San Francisco | 2005

RECOGNITIONS

- **Leading Lawyers**
Chambers USA
Ethel Johnson | 2010, 2011
Carrie McAtee | 2011
Terry Satterlee | 2009-2011
Lori Schultz | 2009-2011
- **The Best Lawyers in America[®]**
Michelle Fujimoto | 2012
Ethel Johnson | 2010-2012
Lucy Mason | 2012
Terry Satterlee | 2003-2012
Lea Ann Souza-Rasile | 2010-2012
Tammy Webb | 2012
Marie Woodbury | 2008-2012
- **Benchmark Litigation**
California Litigation Star
Tammy Webb | 2010, 2011
- **Outstanding Lawyers of America**
Terry Satterlee | 2003
- **Up and Coming Lawyers**
Missouri Lawyers Weekly
Mischa Buford Epps | 2008
- **Best of the Bar**
Kansas City Business Journal
Madeleine McDonough | 2006-2009
Carol Poindexter | 2009-2011
Terry Satterlee | 2003, 2004
- **Nation's Most Powerful Employment Attorneys**
Human Resource Executive
Lori Schultz | 2009
- **Women's Justice Awards**
Missouri Lawyers Media
Mischa Buford Epps | 2010
Terry Satterlee | 2010
- **Influential Business Women**
South Florida Business Journal
Lea Ann Souza-Rasile | 2009

- Up and Coming Award
Missouri Lawyers Media
Stacey Deere | 2010
- *International Who's Who of Product Liability Defense Lawyers*
Michelle Fujimoto | 2010, 2011
Marie Woodbury | 2011
- Influential Women
KC Business
Mischa Buford Epps | 2010
Terry Satterlee | 2011
- *The Legal 500 United States*
Marie Woodbury | 2009, 2010
- Women Who Mean Business
Kansas City Business Journal
Terry Satterlee | 2000
Marie Woodbury | 2008
- BTI Client Services All-Stars
Marie Woodbury | 2010
- Kansas City's 40 Under Forty
Ingram's
Mischa Buford Epps | 2001
- *International Who's Who of Life Sciences Lawyers*
Sarah Croft | 2009, 2011
Marie Woodbury | 2008, 2009, 2011
- 500 Rising Stars
Law Dragon
Tammy Webb | 2006
- *Super Lawyers*
Leanne DeShong | 2005-2010
Alicia Donahue | 2006
Ethel Johnson | 2003-2011
Madeleine McDonough | 2005-2011
Eileen Moss | 2007-2010
Carol Poindexter | 2007-2011
Terry Satterlee | 2005-2011
Gay Tedder | 2005-2011
Marie Woodbury | 2005-2011
- Rising Stars
Super Lawyers
Kristi Belt | 2007-2010
Hassia Diolombi | 2011
Mischa Buford Epps | 2008
Carrie McAtee | 2009-2011
Jennise Stubbs | 2009-2011
Tammy Webb | 2006

Your idea of happiness?

Being with my family and friends, whether at home or away from the hustle and bustle of everyday life, is what makes me happy. I am completely at peace when I look into my children's eyes and see unconditional love.

Your idea of misery?

Misery would be not having the freedom to live and do what you have been called to do in your life.

If not yourself, who would you be?

I am happy that God made me who I am, even with all of my faults. However, when I daydream about other professions outside law, I would like to be a doctor, teacher or an architect and use those skills to enrich the lives of people in need. I have so many interests that I hope to have an opportunity to develop as I grow older.

Your favorite virtue?

Honesty.

Your heroines in world history?

There are so many strong and resilient women who have helped shape our world throughout history. Joan of Arc, Mother Teresa, and Margaret Thatcher are only a few of the women whom we have to admire and follow as transformers of our world.

Your favorite motto?

"We must become the change we wish to see in the world."

Mohandas (Mahatma) Gandhi

Partner | SHB Houston
Pharmaceutical & Medical Device Litigation

Jennise Stubbs

Shook,
Hardy &
Bacon
LLP



WOMEN IN LEADERSHIP

The SHB Women's Management Council assists the firm's women lawyers in developing the necessary legal skills, mentoring relationships and marketing opportunities that will support their promotion into the partnership. Among other things, the group has hosted retreats for women associates to discuss work/life balance challenges, leadership opportunities and diversity in the legal profession.



Sandra Hawley

Managing Partner | Corporate Law Division
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Sandy's expertise includes a wide variety of corporate finance matters, including extensive experience in all types of real estate transactions. She is an active member of the SHB Associates Committee, which is responsible for mentoring and leading evaluations of young lawyers.



Martha Warren

Managing Partner | Global Product Liability Division
SHB Kansas City
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Marty has led national counsel teams coast to coast from California to Florida, Mississippi and Indiana. She is currently serving her third term on SHB's Executive Committee and is a past chair of the Diversity Committee.



Carol Poindexter

Chair | Corporate Law Division
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Carol has extensive regulatory, investigatory and litigation expertise across a broad range of health care and life sciences industry matters, including complex federal, state and international civil, criminal and regulatory enforcement and compliance matters involving the Department of Justice, U.S. Attorney's Office, HHS Office of Inspector General, and state attorneys general. She also co-chairs SHB's Health Law Practice and the Government Enforcement & Compliance Practice.



Madeleine McDonough

Vice Chair | Pharmaceutical &
Medical Device Litigation Division
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mmcdonough@shb.com

Madeleine has served as national and regional counsel on a wide range of products for pharmaceutical and medical device manufacturers. She also co-chairs SHB's Agribusiness & Food Safety Practice and Life Sciences & Biotechnology Practice. Madeleine has extensive experience in successfully resolving class actions, multidistrict and mass-tort litigation. She has served two terms on the firm's Executive Committee.



Laurie Novion

Vice Chair | Business Litigation Section
SHB Kansas City
lnovion@shb.com

Laurie's practice focuses on class actions, multidistrict litigation, antitrust, and complex commercial litigation. She represents *Fortune* 500 companies from a wide range of industries, including pharmaceutical and chemical manufacturers, retailers, transportation providers, and food and beverage companies. She is actively involved in the ABA Section of Litigation and currently serves as co-chair of the Mass Torts Litigation's MDL and Class Procedures Subcommittee.



Ann Songer

Vice Chair | Tort Section
SHB Kansas City
asonger@shb.com

Ann focuses her practice on tort and products liability litigation and has represented clients in product liability, premises liability, negligence, asbestos defense, fraud, breach of contract and warranty actions. She is experienced in cases involving accident reconstruction and investigation, product performance and testing, fire cause and origin, and material flammability issues. Ann was a member of the SHB team that obtained dismissals of class actions against the companies that allegedly sold ammonium nitrate to Terry Nichols in connection with the Oklahoma City bombing.



Tammy Webb

Managing Partner | SHB San Francisco
tbwebb@shb.com

Tammy represents consumer goods manufacturers, automobile manufacturers, fuel retailers, tobacco companies, and cell phone manufacturers in complex class action litigation. She also serves on the Steering Committee of SHB's Class Action & Complex Litigation Practice. Most recently, Tammy defeated certification in the Central District of California of a nationwide class of pet owners who premised their product liability claims on consumer protection violations.



Michelle Mangrum

Managing Partner | SHB Washington, D.C.
mmangrum@shb.com

Michelle's practice has been focused almost exclusively on the defense of pharmaceutical and medical device manufacturers in products liability and commercial litigation over the last 20 years. She has defended manufacturers of many different products, including synthetic and natural hormone therapies, and antidepressants. Michelle has twice been recognized as one of DC's "Top Lawyers" by *The Washingtonian*.



Lea Ann Souza-Rasile

Managing Partner | SHB Miami
lrasile@shb.com

Lea focuses her practice on bankruptcy, commercial litigation and products liability litigation, with an emphasis on creditors' rights, workouts and reorganizations in state, federal and bankruptcy courts and on the defense of complex product liability litigation involving pharmaceutical, chemical and pesticide products. Lea is an elected member of SHB's Executive Committee. In March 2010, the DuPont Women Lawyers' Network honored Lea with its 2010 Themis Award. Named for the goddess of justice in Greek mythology, the Themis Award recognizes a woman who positively affects "the business of DuPont by promoting legal excellence through the success, development and professional advancement of the women lawyers representing DuPont."

WOMEN'S MANAGEMENT COUNCIL

Composed of dynamic and diverse women of different backgrounds and cultures, the Women's Management Council is as strong in expertise as it is in diversity. Their legal experience spans from seven to 25 years.



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ACHIEVEMENTS

Successfully defending complex, high-stakes products liability, environmental, antitrust, consumer fraud, and employment law cases in courtrooms around the nation and the world, SHB women lawyers prove their mettle day-in and day-out on behalf of the nation's largest corporations.

Marie Woodbury won a defense victory for a pharmaceutical client in a case that *The National Law Journal* recognized in 2006 on its "Defense Hot List."

Sarah Croft and **Leanne DeShong** have distinguished themselves in litigation in the United Kingdom on behalf of pharmaceutical and tobacco clients.

Kristen Page has successfully litigated employment and harassment cases on behalf of employers in state and federal courts across the nation, including a high-stakes defense verdict in a California age-and-disability action.

Alicia Donahue took part in a 10-week trial that culminated in a unanimous defense verdict for a *Fortune* 100 company.







Lori Schultz secured jury verdicts in gender discrimination, Title VII, FLSA, and civil rights actions.

Women's Management Council Chair **Leanne DeShong** recently led a team that successfully resolved a mass tort litigation on behalf of a major pharmaceutical manufacturer.

Trial counsel for cigarette manufacturers in Florida litigation, **Hassia Diolombi** was recently appointed to the ABA's Legal Opportunity Scholarship Committee, a group that encourages racially and ethnically diverse students to attend law school and participate in the organized bar.

Michelle Fujimoto, former managing partner of the firm's Orange County office, has successfully led trial teams in the defense of pharmaceutical and medical device manufacturers across the country. She founded the Orange County Chapter of the Athena Network, a national mentoring organization for women.

Gay Tedder has served as trial counsel in complex state attorney general litigation brought against products manufacturers and successfully defeated one of the first RICO actions alleging clergy sexual abuse. She is a past chair of SHB's Diversity Committee..

Tammy Webb helped develop and implement the strategy that defeated more than 50 statewide tobacco class actions.


Debbie Moeller has led teams in defense of major medical device and pharmaceutical clients in MDLs across the nation.

Lori McGroder has successfully resolved high-profile personal injury, class action, MDL, and third-party reimbursement claims for major firm clients.

Terry Satterlee won a RCRA lawsuit and has successfully challenged federal agency action involving environmental issues. In April 2010, Missouri Lawyers Media recognized Terry as an outstanding Business Practitioner at its annual Women's Justice Awards event. She was named an Influential Woman by *KC Business* magazine in 2011.

Mischa Buford Epps and **Sandy Hawley** assisted a Missouri-based retirement community secure a tax-exempt bond issue valued at \$56.5 million.

Lori Schultz obtained a \$71.8 million judgment as lead counsel in an antitrust class action lawsuit against the NCAA. She has also recently defended and won a smoking-and-health case against long odds in Florida, where members of a de-certified class action receive the benefit, in their individual suits, of causation and liability findings made by the class action jury. •



And when SHB clients
are the wronged parties
to a dispute, our women
lawyers are equally effective on
the other side of the bar.

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