

CARVE YOUR PATH

WOMEN'S INITIATIVES AT SKADDEN

We should each be free to develop our own talents, whatever they may be, and not be held back by artificial barriers — man-made barriers, certainly not heaven sent. — RUTH BADER GINSBURG

It's a question of not so much pushing the boys out of the picture, but making the whole frame bigger so that both men and women access the labor market, contribute to the economy, generate growth, have jobs and so on. — CHRISTINE LAGARDE

Who run the world? — BEYONCÉ

Skadden

Leading by Example

Skadden is deeply committed to the success of our women attorneys. We recognize that a diverse group of attorneys offers a broad range of perspectives and ideas, enabling us to best meet client needs in a global environment. Supporting this concept at every level, our leadership reflects the very inclusion we seek to foster. Women partners hold practice and office leadership positions and are members of our Policy, Compensation, Hiring and Diversity Committees, among others. At the associate and counsel level, our women's affinity networks offer community building and professional development opportunities. We are proud to have received the following accolades in recognition of our efforts:

**Women in Law
Empowerment
Forum Gold Standard
Certification for the
13th consecutive year**

**2023
Seramount
Best Law Firms
for Women**

Women at Skadden

By the Numbers

35% of new partners between 2019-2024 were women

25%
OF THE FIRM'S PARTNERS



35%
OF OUR POLICY COMMITTEE MEMBERS

45%
OF ASSOCIATES AND COUNSEL

59% OF THE 2023 SUMMER CLASS

25 women
are practice or office leaders

Skadden women partners led **\$270+ billion** in M&A deals and secured favorable outcomes in more than **58** litigation matters in 2022

Global Women's Initiatives Committee

Our Global Women's Initiatives Committee recommends, implements and monitors policies and programs supporting gender equity efforts across the firm.

SKADDEN PARTNERS ON OUR GLOBAL WOMEN'S INITIATIVES COMMITTEE

Maya Florence
Boston
Committee Co-Chair

Jeness Parker
Wilmington
Committee Co-Chair

James Anderson
London

Anita Bandy
Washington, D.C.

Katja Butler
London

Tracy Chenoweth
New York

Amy Heller
New York

Seth Jacobson
Chicago

Janine Jjingo
New York

Ani Kusheva
London

Lisa Laukitis
New York

Michael Leiter
Washington, D.C.

Virginia Milstead
Los Angeles

Alisha Nanda
Boston

Sonia Nijjar
Palo Alto

Amr Razzak
Palo Alto

Sarah Beth Rizzo
Chicago

Michelle Scheffler
Houston

Meredith Slawe
New York

Ann Beth Stebbins
New York

Neil Stronski
New York

Ingrid Vandendorre
Brussels



Our policies and programs help to create a sense of belonging that supports the well-being of all attorneys.

Skadden recognizes the value of supporting and offering flexibility to our attorneys as they strive to balance work and personal responsibilities. Through our Live Well Work Well platform, we are able to provide programming and resources focused on promoting emotional, financial, physical and social well-being. In addition, we are a signatory to the ABA Well-Being Pledge highlighting our dedication to ensuring the long-term mental health of our attorneys and the legal profession.

OUR OFFERINGS INCLUDE:

Domestic Partner Health Benefits (where applicable)

Our medical, dental and vision benefits include coverage for domestic partners. Domestic partners also are eligible for the same benefit payment options available to spouses of employees under the firm's retirement plans.

Financial Seminars

The firm offers financial seminars on a range of topics including financial planning, home ownership, mortgage plans and private banking.

Firm-Provided Technology

The firm provides technology tools for ease of access to Skadden systems when working remotely.

Fitness and Health Clubs

The firm supplements gym memberships with a variety of fitness centers to offer attorneys a discounted gym membership rate.

Flexible Return Months

This program is designed for new parents as they transition back to work after taking parental leave and allows for a more flexible work schedule as parents balance responsibilities at home with those at work.

Parental Leave Resources

Based on input from the firm's FAM (Parents) Affinity Network and Global Women Initiative's Committee, several resources have been developed to help attorneys navigate the parental leave and return process, including responses to frequently asked questions, a checklist to ensure thorough preparation and a conversation guide to facilitate discussions about this important transition.

Pregnancy and Postpartum Support Program

The firm has partnered with Phoebe, Inc. to provide new and expecting mothers confidential 1:1 support from a trained care adviser, weekly meetings with experts, exclusive on-demand content and a virtual support group. The firm also offers Phoebe's Life and Work Integration Program, which combines small group sessions with private coaching to empower working parents to find balance in their lives.

Corporate Concierge

We offer corporate concierge and errand-running services to attorneys to help preserve personal time for the things that matter most to them.

OUR OFFERINGS (CONT'D):

Mental Health & Well-Being Platform

Attorneys and eligible dependents globally have confidential access to Lyra, a mental health and well-being platform with intelligent matching technology and concierge support. The platform quickly connects members to a diverse and exclusive network of evidence-based providers, culturally responsive care programs and digital wellness tools.

Mindful Return

The firm offers an online program for new and expecting Skadden parents designed for community building, assistance through transition and child care resources. Additional courses focus on babies and toddlers with special needs.

Parental Leave

We offer generous leave policies across our offices. For example, our policy in the U.S. provides parents welcoming a child through birth, adoption or foster care placement with up to 12 weeks of paid leave, regardless of caregiver status. With the addition of disability benefits, birth mothers may take a leave up to 22 weeks total.

Reduced-Hours Program

Skadden was one of the first firms in New York to hire reduced-hour attorneys.

Sidebar Program

Attorneys in good standing who decide to leave the firm may do so for up to three years with the expectation that they will return at the end of that period, consistent with the needs of their respective departments.

Enhanced Family-Forming Benefits

To recognize the different ways families can take shape, the firm offers inclusive fertility benefits, as well as preservation services for non-medical reasons — such as elective egg freezing — and a variety of resources for those pursuing adoption and surrogacy, including reimbursement of eligible expenses.

Lactation Rooms

Clean, secure and private lactation rooms are available for parents to express and store breast milk. The firm also reimburses expenses for breast milk shipping on business-related travel.

Affinity networks serve as a vehicle through which we are able to provide professional development opportunities and community-building experiences for all attorneys who are interested in participating, including allies.

OUR AFFINITY NETWORKS

Asian Pacific Islander (API)

Black Lawyers for Diversity (BLD)

**Disability and
Neurodiversity (DAN)**

FAM (Parents)

First Gen

Latinx

LGBTQ+

**Middle Eastern and
North African (MENA)**

South Asian

SkadVets (Veterans)

Women's Initiative Network (WIN)



Skadden hosts numerous events and programs to engage and support our women attorneys and clients.

SIGNATURE PROGRAMS

Leadership Forum

A series of workshops, individualized coaching and opportunities to build a strong internal network of peers. Each workshop delivers practical strategies and tools that support professional development.

Midlevel Associates Conference

This program for our fourth- and fifth-year associates focuses on cultivating a sense of community across offices and offers opportunities for professional development by hosting keynote speakers and panel discussions.

Career Sponsorship Program

Through this program, partners (as sponsors) and associates and counsel (as protégés) forge and sustain meaningful connections through client work and a range of interactions that drive the continued high performance, development, visibility and client exposure of each protégé.

OTHER RECENT PROGRAMS AND EVENTS INCLUDE:

PROFESSIONAL DEVELOPMENT

Discovering Your Leadership Presence

Expert leadership coach Susan Dunlap provided practical strategies for attorneys to develop and amplify an authentic voice in both virtual and in-person settings.

Women in Leadership

The firm co-hosted the “Women in Leadership — Achieving More Together” event for 150 women representing more than 30 banks and investment firms. The program featured Tiffany Dufu, former chief leadership officer at Levo, a social media network for young professionals.

EQUITY IN ISSUES OF GENDER EQUALITY

Women’s March on Washington Panel

A discussion with the founders and state coordinators of the Women’s March on Washington.

A Conversation With Glennon Doyle

A discussion with author Glennon Doyle exploring her motto, “the braver we get, the luckier we get,” as chronicled in *Untamed*, her *New York Times* bestselling memoir.

NETWORKING

Mastering the Wine List

An evening of conversation and tasting of women owned wines with some of the top sommeliers.

Dinner at Somerset House

Networking dinner at Spring Restaurant at Somerset House, featuring a talk with the restaurant’s woman head chef.

COMMUNITY SERVICE

Kits for Happy Hope

WIN members made Happy Hope Kits for 100 children.

Drive for Not Just Lip Service

Hosted a personal care product drive for Not Just Lip Service to be distributed to local nonprofit organizations and women’s shelters.

TIMELY TOPICS

Digital Technology and the Impact on Leadership

A presentation and panel discussion on digital transformation and its impact on the workplace.

An Analysis of *Dobbs v. Jackson Women’s Health Organization*

Members of the Supreme Court and appellate practice in our Washington, D.C. office discussed the Supreme Court decisions *Roe v. Wade*, *Planned Parenthood v. Casey* and *Dobbs*, as well as the legal implications of the *Dobbs* decision for businesses and individuals.

Alternative Resolutions in #MeToo

A panel on alternative resolutions in #MeToo matters, in partnership with the Beyond #MeToo Working Group.

ARTS & CULTURE

Reception and Sinfonietta Concert

An evening of cocktails, conversation and classical music at the Symphony Center for Chicago Sinfonietta’s “Hear Me Roar.”

A Conversation With Anna Malaika Tubbs

Author of *New York Times* bestselling book *The Three Mothers: How the Mothers of Martin Luther King, Jr., Malcolm X, and James Baldwin Shaped a Nation*, Anna Malaika Tubbs explored the impact three extraordinary women — Alberta King, Louise Little and Berdis Baldwin — had on the pursuit of equal rights for all.

Touring the National Portrait Gallery

A tour of the National Portrait Gallery featuring Brian Lanker’s Portraits of Remarkable Black Women and the work of Maya Lin.

A Conversation With Lauren Anderson

An event featuring Lauren Anderson, the first African American principal dancer at the Houston Ballet

HEALTH & WELLNESS

Stretch Your Limits

Clients joined women in our Palo Alto office for yoga at Turbo 26.

Nutrition & Brain Health with Dr. Uma Naidoo

Dr. Uma Naidoo discussed cutting edge research of the gut microbiome, as well as how foods can help or harm the mind and brain, and impact mental well-being.

Legal Trailblazers

Allison Brown, Regina Olshan
*American Lawyer /
National Law Journal*

Notable Leaders, Litigators and Dealmakers

**Matea Bozja, Allison Brown, Maria Cruz Melendez, Julia Czarniak,
Kat Gregor, Allison Land, Lisa Laukitis, Karen Lent, Nancy Olson,
Noelle Reed, Leila Sayegh, Resa Schlossberg, Amy Van Gelder**
*Benchmark Litigation / Crain's Chicago Business /
Crain's New York Business / Delaware Online /
GlobeSt. Real Estate Forum / Law360 / Lawdragon /
Los Angeles Business Journal / Managing IP /
Massachusetts Lawyers Weekly*

Top Dealmakers

**Nesa Amamoo, Elena Coyle, June Dipchand, Michelle Gasaway,
Haiping Li, Sonia Nijjar, Allison Schneirov, Ann Beth Stebbins**
*The American Lawyer / The Best Lawyers in America / The Deal /
International Financial Law Review / Lawdragon / Variety*

Lawyers of the Year

**Maria Cruz Melendez, Kate Davies, Maria Raptis,
Nicole Stephansen, Ingrid Vandenborre, Paloma Wang**
*Best Lawyers UK / Hellenic Lawyers
Association / Law360 / Law.com / New York
Law Journal / Women in Business Law*

Rising Stars

**Matea Bozja,
Avia Dunn,
Annie Villanueva Jeffers,
Tansy Woan**
*Bloomberg Law /
Law360 /
Lawdragon /
Minority Corporate
Counsel Association*

Up & Coming Counsel and Associates

**Amanda Brown, Jisun Choi, Liz Downing, Mana Ghaemmaghani,
A. Caroline M. Frizzo, Colleen Lee, Anoush Sarkissian,
Margot Sève, Nicola Kerr-Shaw, Susanne Werry**
*American Bankruptcy Institute / Cook County Bar Association /
Law360 / Latinvex / Law.com / Lawdragon / Los Angeles
Business Journal / Minority Corporate Counsel Association*

Top Lawyers in Latin America

**Julie Bédard,
Paola Lozano,
Jennifer Permesly**
*The Best Lawyers in Brazil /
Latinvex / Latin Lawyer*

CAREER YOUR PATH

**SKADDEN, ARPS, SLATE, MEAGHER
& FLOM LLP**

MARCELYN COX

Director / Talent Pipeline, Diversity, Equity and Inclusion
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AVITAL TAMIR

Associate Director / Women's Initiatives
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Why Skadden?

Women Leaders Share What Led Them to a Career at Skadden



JENNIFER BRAGG

Head of Washington, D.C. Litigation Practice

What drew me to Skadden as a lateral partner was the opportunity to challenge myself as a lawyer, to work with colleagues and clients who are at the top of their fields on the largest and most important matters. I relished the idea of constantly forcing myself to learn and grow. It's like playing tennis with someone who's better than you to improve your game — I wanted to be surrounded by people who are among the very best in the business, and that meant being at Skadden. I've been here for 14 years, and all of that came true. **What keeps me excited to come to work each day is that clients retain Skadden for their most critical and complicated cases.** I'm very drawn to the kind of work that we attract by virtue of our commitment to quality and client service — it's never the same, it's exciting and challenging and hard in the very best ways. Even though I've been a lawyer for 27 years, I learn new things and figure out new approaches almost every day.



JESSICA HOUGH

Tax / Global Head of Regulatory Practice

After more than two decades at Skadden, I am still drawn to the firm's culture of collaboration. When I was a summer associate, I split my time between Skadden D.C. and a different firm in Chicago. I liked both firms, but **I ultimately chose Skadden because of the way attorneys worked together.** At the other firm, when people got an assignment, they went into their office, closed their door and practiced on their own little island. At Skadden, people went into each other's offices and tried to figure out problems together. Throughout my career, just about every matter I've worked on has been a true team effort. There's a very tangible shared sense of purpose.



EMILY LAM

Tax / Global Co-Head of Tax Practice

When I graduated from law school, I wasn't certain what I wanted to do. I'd studied lots of foreign languages, so I thought international tax might make sense, but really did not have a concrete idea. What was appealing to me about Skadden was that I could come in and figure it out on the job. No firm can match the breadth and depth of our tax practice. We work on M&A and transactional matters, both domestic and international, and have specialty tax capabilities, like real estate investment trusts and sovereign wealth funds, as well as an entire team of attorneys who deal with controversy and litigation. **I was exposed to most every area of tax law and learned first-hand what I liked to do.** It turns out that what I really love is administrative controversy, which I never would have expected. When choosing your career path, there's no substitute for direct experience.

WHY SKADDEN?



ALLISON SCHNEIROV

Global Co-Head of Transactions Practice

When I joined the firm 32 years ago, I got advice that I now give to our associates when they are starting out — find a sense of purpose that motivates you, because only you can define what it means to be successful in your career. Most of all, try to have fun. **The best part of working at Skadden is that we are surrounded by an incredibly motivated, talented and interesting group of people who are all working closely together to get the best results for our clients.** We really have a great sense of pride in our work. That is a tremendously energizing environment in which to work, and our clients take notice. Recently, after signing up a sale of a large public company, our client said that they were really pleased they chose us for their deal, because not only did we do a great job but they also were really impressed by how much our team actually enjoyed working together. We hear that sentiment from clients frequently, and that dynamic is one of the reasons I've spent my whole career at Skadden.



INGRID VANDENDORRE

Antitrust/Competition / Head of Brussels Office

One quality that stands out for me has been the opportunity to develop my own practice. When I joined the Brussels office as an associate in 1999, it was a very small office, and most of the work involved transactional merger control review — the London and New York M&A practices work on a large number of deals, and we support those transactions in handling the antitrust approval process to ensure they can close. As our office grew, new matters came in, like cartel investigations and antitrust litigation, which I found very interesting and a great complement to the transactions. **I decided I wanted to make them a big part of my practice, and from the start, I had complete support to do so.** I connected with other attorneys from other offices across the firm who did investigations, and they helped me expand my skills and gain more experience. As I began advising my own clients, partners helped me build my client base. No one ever questioned the development or expansion of our practice, or if I was able to navigate that. I was told, "If that's what you want to do and you think it may be successful, then go and do it." It has been enormously fulfilling and exciting to try and expand on experiences and take on new challenges.