

May/June 2016

FEATURES

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COLUMN

WBA  
FOUNDATION

FO COMMITTEE  
& FORUM  
HIGHLIGHTS

MEMBER NEWS

UPCOMING  
EVENTS



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*l-r: 2016 Woman Lawyer of the Year LTG Flora D. Darpino, WBA Foundation 2015–2016 President Nancy A. Long, 2016 Janet Reno Torchbearer recipient U.S. Attorney General Loretta E. Lynch, WBA 2015–2016 President Susan M.C. Kovarovics, and WBA 2016–2017 President Sonia W. Murphy*

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Mary  
Margaret  
Farren

## WBA Foundation Grant Awards Ceremony

By Monica G. Parham, WBA Foundation President  
Keynote remarks by Mary Margaret Farren, Domestic Violence Survivor & Advocate

The WBA Foundation held its 7th Annual Grant Awards Ceremony on April 14 at the offices of **Sterne, Kessler, Goldstein & Fox P.L.L.C.** Our 2016 grantees—Ayuda, Bread for the City, DC Law Students in Court, DC Volunteer Lawyers Project, Domestic Violence...

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## 17 A Volunteer's Perspective: The 13th Biennial Conference, International Association of Women Judges

By Renée-Lauren Ellis

The 13th Biennial Conference of the International Association of Women Judges (IAWJ) was held in Washington, DC from May 26–29, 2016. The Conference was hosted by the National Association of Women Judges (NAWJ), which is based in DC, and marked the 25th anniversary of the IAWJ. I learned about this volunteer opportunity through the WBA, and I was...

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## Features

# WBA/WBAF 2016 Annual Dinner Celebrates Advancing Together

Photos by Mark Van Bergh Photography



WBA Past Presidents Paulette Chapman, Nancy Long, and Deb Israel



Nina Ren, Brandi Taylor, and Roya Vasseghi, WBA 2015–2016 Secretary

The WBA and WBA Foundation Annual Dinner was held Wednesday, May 25, 2016 at the National Building Museum. A sold-out crowd attended the 51st anniversary of this event.

The theme for the dinner, and for the WBA 2015–2016 bar year, was “*Advancing Together*.” In her remarks, WBA President **Susan Kovarovics**, Partner at Bryan Cave LLP, noted, “From the very beginning, the work of the WBA was

collaborative,” and quoted WBA Co-founder Ellen Spencer Mussey’s first address to the WBA: “Professional women cannot rise one at a time—they must rise in groups.”

Many thanks to our Annual Dinner Co-chairs, **Nancy Kuhn**, Jackson & Campbell, P.C., and **Nancy Combs**, DLA Energy, and the entire Annual Dinner committee for their time and dedication in planning this important event.

WBA Foundation President **Nancy Long**, Associate Counsel at the American Association of University Professors, also spoke during the dinner. She introduced a video highlighting the Foundation’s 2016 grantees, organizations that provide a voice, knowledge, and power to women and their families. The video can be viewed on the [WBA Foundation website](#).

**U.S. Attorney General Loretta E. Lynch** was presented with the **Janet Reno Torchbearer Award** at the dinner. The award recognizes exceptional women lawyers, their achievements, and the trails they have blazed for those women who have followed, and is reserved for those rare occasions when the accomplishments of an individual are so extraordinary that they should be recognized.

As the nation’s top law enforcement officer, Ms. Lynch is responsible for enforcing federal laws, many of which have a serious impact on the legal rights and futures of women across this country. Ms. Lynch is dedicated to the rule of law and public service. She has a long and impressive career comprising private practice, teaching, and substantial government service. She has built a reputation as a fair and even-handed prosecutor, handling tough cases well. Making history as the first African American woman to hold the position of U.S. Attorney General, Ms. Lynch serves as a role model and inspiration for women and girls around the country.

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*Attorney General Loretta E. Lynch and Susan Kovarovics*



*LTG Flora D. Darpino and Susan Kovarovics*



*Sonia Murphy presented outgoing WBA President Susan Kovarovics with a plaque recognizing her year as president.*



*Susan Kovarovics presented outgoing WBA Foundation President Nancy Long with a plaque recognizing her two years of service.*

Attorney General Lynch's full remarks are available on the U.S. Department of Justice website: [www.justice.gov/opa/speech/attorney-general-loretta-e-lynch-delivers-remarks-women-s-bar-association-annual-dinner](http://www.justice.gov/opa/speech/attorney-general-loretta-e-lynch-delivers-remarks-women-s-bar-association-annual-dinner).

During the evening's program, the 2016 Woman Lawyer of the Year Award was presented to **Lieutenant General Flora D. Darpino, The Judge Advocate General of the United States Army**. The 39th Judge Advocate General of the U.S. Army, LTG Darpino is the first woman to hold this position since the first Judge Advocate General was appointed by George Washington in 1775. She has achieved many other "firsts" in the Army, among them the first female assistant executive officer to become The Judge Advocate General and the first Judge Advocate General to join the Judge Advocate General's Corps (JAG Corps) direct from civilian life.

As the senior military lawyer for the U.S. Army, LTG Darpino is the principal legal adviser to the secretary of the Army. In addition, she directs over 10,000 lawyers in the JAG Corps at over 100 active and reserve Army legal offices across the U.S. and overseas.

Throughout her career, LTG Darpino has focused on mentorship and professional development, especially for women in the JAG Corps. There are countless stories of how she inspired younger lawyers to make the military a career by showing them the way to find a balance in their professional and personal lives. LTG Darpino has also provided advice about how to handle being the only woman on a staff and how to succeed in an all-male environment. LTG Darpino's guidance and support has been invaluable to the younger lawyers serving in the JAG Corps.

The evening concluded with remarks by incoming WBA President **Sonia Murphy**, Counsel at White & Case, LLP. She announced her theme of "**Looking Back, and Moving Forward**" for the coming bar year, the WBA's Centennial. You can learn more about Ms. Murphy's goals for her bar year in her President's Column on [page 11](#).



*Ilene Price & Nancy Kuhn*



*WBA Past President Joanne Young and WBA Board Member Celeste M. Murphy*

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## What's Trending in the World of Professional Development for Law Firms?

By Denise Minor, Attorney and Senior Partner, MindSpring Metro DC, MindSpring Metro DC



Denise Minor

It is well known that law firms generally spend most of their professional development resources on their attorneys while their professional staffers generally do not see many opportunities for professional development—a major reason that staffers leave law firms. MindSpring

Metro DC is happy to report a new trend in the DC area—law firms like Crowell & Moring LLP and Hogan Lovells US LLP are creating workplaces where all employees, regardless of their role, have access to professional development opportunities in order to do their best while feeling engaged and part of the firm's team.

Crowell & Moring is working on changing their culture by combining staff and attorney courses for skills that apply to both career tracks. Kudos to those law firms that are fostering a culture of collaboration among all their

employees! Crowell & Moring is also creating professional development plans for their staff employees to give them a path for growth internally.

The leadership at Hogan Lovells is supporting a “Leadership Within” program that two staff members in the firm created specifically for the professional development of staff employees. This program involves monthly sessions on topics that enhance and strengthen the leadership skills of the firm's staff employees. Kudos to Hogan Lovells for supporting the development of their staff employees!

According to Erin Coe, in a *Law360* article, “[5 Tips for Keeping Law Firm Support Staffers Happy](#),” “legal support staffers play a vital role in keeping law firms running smoothly and efficiently.”

In addition, a study by McKinsey & Co. indicates that law firms that have the best “people development” cultures have the solid track records of superior, sustained financial performance and stability. If staffers are vital to a law firm's bottom line, and organizations that focus on developing their greatest asset (people) are more successful, what are you and your law firm doing to get ahead of the curve on this trend?

## Women Policymakers Are in the Vanguard in the Fight Against the Zika Virus

By Cathy Pagano, Co-chair, Government Attorneys Forum & Co-chair, Energy & Environmental Law Forum



Cathy Pagano

Women policymakers are in the vanguard in the fight against the Zika virus as the search for a vaccine continues and as the fight against its global spread intensifies.

According to the [Centers for Disease Control and Prevention](#) (CDC), the “...Zika virus disease (Zika) is a disease caused by the

Zika virus, which is spread to people primarily through the bite of an infected *Aedes* species mosquito.” While its most common symptoms appear to be mild, including fever, rash, joint pain, and conjunctivitis (red eyes), contracting

the Zika virus infection during pregnancy can cause a serious birth defect called *microcephaly* and other severe fetal brain defects. *Atlantic Magazine* reports that the Zika Virus [has been linked to Guillain-Barré and other neurological maladies and appears to be evolving](#).

This virus has been found in [over 40 countries around the world](#), according to the CDC, and unfortunately no vaccine yet exists to prevent it. The best protection is to avoid being bitten by mosquitoes, and the [CDC's advice](#) includes proper use of EPA-approved mosquito repellent, wearing long sleeves and pants, and taking steps to avoid mosquitoes inside and outside your home.

Climate change appears to be [boosting the rapid spread of the virus](#), as the warming climate allows mosquitoes and other pests to expand their populations and spread to areas

*continued on next page*

formerly too cold for them. [According to a February, 2016 New York Times article](#), climate change is suspected as a factor in a number of disease outbreaks afflicting both people and animals. “These include the [spread of malaria](#) into the highlands of eastern Africa, the [rising incidence of Lyme disease](#) in North America, and the [spread](#) of a serious livestock ailment called bluetongue into parts of Europe that were once too cold for it to thrive...” The Zika virus is not the first nor will it be the last devastating disease spread by mosquitoes, so finding policy and scientific approaches to successfully fight such viruses is increasingly crucial.

In February, President Obama requested \$1.9 billion to fight the spread of the Zika virus, and Rep. Nita Lowey (D-NY), Rep. Louise Slaughter (D-NY), and Rep. Gwen Graham (D-FL) led a fight to include the President’s full funding request in appropriations legislation. Rep. Lowey, Ranking Democrat on the House Appropriations Committee, introduced the President’s full emergency supplemental appropriations legislation ([H.R. 5044](#)). Rep. Slaughter and Rep. Graham wrote [a letter signed by over 120 Members of Congress](#) to House Speaker Paul Ryan asking for a vote on the President’s full \$1.9 billion request.

On the Senate side, Sen. Patty Murray (D-WA) developed a compromise with Sen. Roy Blunt (R-MO), and on May 19, the Senate passed their appropriations amendment to provide \$1.1 billion in emergency financing to combat the mosquito-borne Zika virus. This amount is less than the President’s \$1.9 billion request, but double the amount provided by a House-passed plan to provide \$622 million reallocated from other programs ([New York Times, David M. Herszenhorn, May 17, 2016](#)). A conference committee will attempt to reach a compromise to finalize Zika funding.

Meanwhile, one piece of federal legislation to fight Zika has been enacted ([P.L. 114-146](#)). This legislation intends to encourage development of vaccines and treatments against the Zika virus by adding it to the Food and Drug Administration’s Priority Review Voucher Program. The Senate bill introduced by Sen. Al Franken (D-MN) was cosponsored by 11 Senators, including Sen. Amy Klobuchar

(D-MN) and Sen. Patty Murray (D-WA). The House legislation was introduced by Rep. G.K. Butterfield (D-NC). Sixteen of its 33 cosponsors are women.

State policymakers also are working on multiple proposals to fight the Zika virus, and have introduced over a dozen bills in the 2015–2016 legislative session focusing on a wide range of approaches to attack the Zika virus, including public education, continuing education for medical professionals, and enhanced reporting of clients suspected of having a communicable disease. Other proposals include convening a science advisory group of experts, developing a plan for a response team, and urging Congress to authorize enhanced funding for research.

For example, in Hawaii, State Rep. Nicole Lowen’s legislation ([H.B. 2233](#)) would require continuing education for certain health care professionals on issues unique to the state, including the Zika virus. Hawaii State Rep. Cindy Evans introduced legislation asking the Hawaii Department of Health to convene a science advisory group of experts specializing in development of tests for emerging infectious diseases ([H.C.R. 98](#)). In Michigan, Rep. Latanya Garrett (D-MI) introduced a Resolution urging the U.S. Congress to authorize more aggressive funding for research into the Zika virus ([H.B. 244](#)).

At a recent [Congressional hearing](#) (March 2, 2016), scientists and medical professionals outlined the Administration’s actions to fight the Zika virus. Dr. Nicole Lurie, Assistant Secretary for Preparedness and Response at the Department of Health and Human Services (HHS), [testified](#) about the measures HHS is rapidly taking to fight the Zika virus, including requests for funding to help with: development and emerging manufacturing of new Zika-specific vaccines; development of rapid serological diagnostics to determine whether a person has been infected previously with the Zika virus such as pregnant women; and pathogen reduction technologies for blood supplies related to the recent Zika virus outbreak. Dr. Luciana Borio, Acting Chief Scientist at the Food and Drug Administration (FDA) also [testified](#) about the

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## Not all corporate crises come with a warning sign.

Internal investigations can help your company prepare for the worst and get the best result.

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FDA's actions to fight Zika virus. These efforts include protecting the safety of the U.S. blood supply and tissues for transplantation; helping development of donor screening and medical diagnostic tests; supporting development of investigational vaccines and therapies; reviewing proposals for use of innovative strategies to help suppress the population of virus-carrying mosquitoes; and protecting the public from fraudulent products that claim to prevent, diagnose, treat, or cure Zika virus disease.

Right now, a portion of the country's top mosquito researchers are working to put together a state-of-the-art DNA map they hope will help fight the disease using the mosquito's own genetic code. (See [New York Times article, Amy Harmon, March 30, 2016](#)). According to this story, one leading scientist studying genetic strategies to fight the Zika virus and other mosquito-borne diseases is Dr.

Leslie Voshall, a researcher at Rockefeller University in New York. In 2008, this lab created a research program focusing on mosquito genetics to better understand mosquitoes' blood-feeding behavior and how mosquitoes seek their hosts. Since mosquitoes that carry malaria and yellow fever have evolved an intense attraction to human odor, heat, and CO2, the lab is developing genome editing techniques in the attempt to forge new ways to study the neurobiology of how these creatures seek their hosts. Such efforts may prove to be vital in the fight against mosquito borne diseases.

Diseases caused by the Zika virus are not the first—nor will they be the last—devastating diseases spread by mosquitoes. Proposals to forge new approaches to successfully fight such viruses, including work by women policymakers and scientists, are a critical public health effort. For more information, see the resources listed in the box below.

## For more information:

The American Bar Association (ABA) Health Law Section can provide help for reporters or others looking for analysis and comment on the legal consequences of and responses to the Zika virus by contacting Priscilla Totten ([priscilla.totten@americanbar.org](mailto:priscilla.totten@americanbar.org) or 202-662-1094).

Centers for Disease Control and Prevention (CDC): "[About Zika Virus Disease](#)," accessed May 31, 2016.

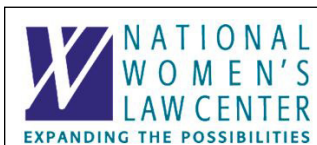
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Gillis, Justin, "[In Zika Epidemic, a Warning on Climate Change](#)," *New York Times*, February 20, 2016, accessed May 31, 2016.

Harmon, Amy, "[Team of Rival Scientists Comes Together to Fight Zika Virus](#)," *New York Times*, March 30, 2016, accessed May 31, 2016.

Herszenhorn, David M., "[Senate Votes to Advance Emergency Funding to Fight Zika Virus](#)," *New York Times*, May 17, 2016, accessed May 31, 2016.



## The Wage Gap for Mothers, State by State

Reprinted with permission by the National Women's Law Center. [Click here](#) for the original article. For further information about the issues discussed here, and other legal issues affecting women, visit [www.nwlc.org](http://www.nwlc.org).

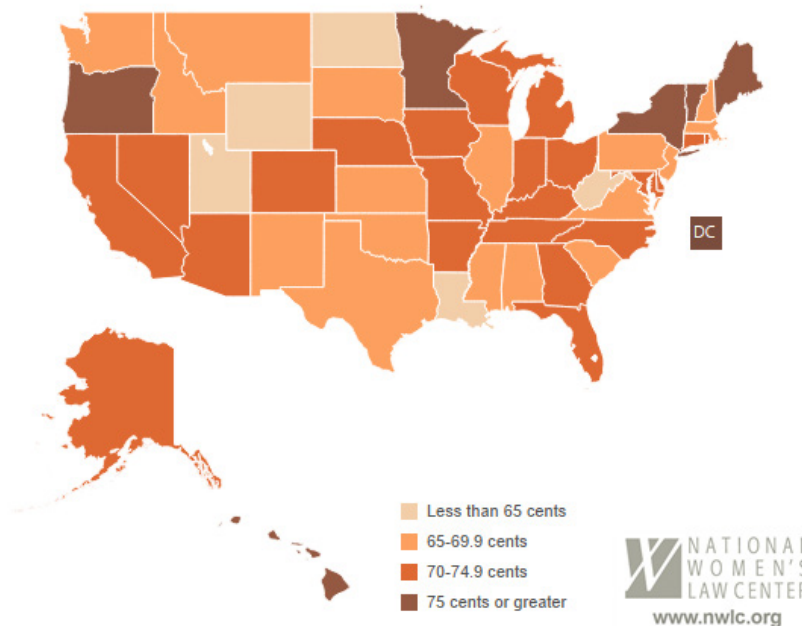
Women in the U.S. who work full time, year round are typically [paid only 79 cents](#) for every dollar paid to their male counterparts, but the wage gap between mothers and fathers is even larger—mothers who work outside the home full time, year round typically make only 73 cents for every dollar paid to fathers. Compared to white, non-Hispanic men, mothers of color fare even worse: African American mothers make 53 cents and Latina mothers 47 cents compared to white, non-Hispanic fathers. Research shows that the motherhood [wage gap for single mothers is larger](#)

than for all mothers and that [mothers working in low-wage jobs suffer a larger motherhood penalty](#) than mothers who work in high-wage jobs. Stereotypes about mothers and fathers contribute to this disparity: [one study found](#) that mothers are recommended for significantly lower starting salaries, are perceived as less competent, and are less likely to be recommended for hire than non-mothers, whereas fathers are actually recommended for significantly higher pay and are perceived as more committed to their jobs than non-fathers.

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“What a mother makes for every dollar a father makes” is the ratio of mothers’ and fathers’ median earnings for full-time, year-round workers. Mothers and fathers have at least one related child under 18 at home. Earnings are in 2014

### What Mothers Make for Every Dollar Fathers Make



*Visit the NWLC website to click on a state to see its wage gap for mothers. Visit the other wage gap by state map for wage gap information about women overall, African American women, Latinas, Asian American women, Native American women, and White, non-Hispanic women as well as the state's minimum wage.*

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## President's Column

By Sonia W. Murphy, WBA President

Greetings! Welcome to the first edition of *Raising the Bar* for the 2016–2017 bar year. What an honor it is for me to serve as your new WBA President.

As we stand on the cusp of the Association's 100th birthday—our Centennial Celebration—I look forward to leading the Association onward, as we “**look back, and move forward.**”

The Women's Bar Association of the District of Columbia has been fighting for equality, advancement, and social justice for almost 100 years. It is indeed important that we reflect on the great work we have done over the past century, and honor the women who came before us and upon whose shoulders we stand today.

But, let us not be remiss, the work that we do is still vital today, and although we are approaching a wonderful milestone, it is crucial that we continue to **move** forward and do the work that has made us great and that our members expect.

In 2015, the ABA Commission on Women in the Profession published [a report on women as first chairs at trial](#). It is clear from this report, and others of its kind, that we still have work to do. Indeed, the WBA held two programs last year focused on this very topic: “A Woman's Place: The Underrepresentation of Women as First-Chair Trial Lawyers in IP Litigation,” sponsored by our Intellectual Property Forum, was held on March 2, 2016, and “Getting a Seat at the Table: Women as First Chairs at Trial,” sponsored by our Litigation Forum, was held on March 31.

And, as highlighted by a March 1, 2016 *ABA Journal* article entitled: “[Minority Women are Disappearing from Big Law](#)” despite our work, and the work of our friends at the [Commission on Women in the Profession](#), the [National Women's Law Center](#), and others—women of color are leaving law firms in droves. We still have work to do.

This year, our programming and activities will focus on “**Looking back, and moving forward.**” We are capturing the oral histories of our past presidents, early members, and other luminaries. We are also working to archive and to preserve the rich history of the Association.

We will, however, continue to forge ahead and offer networking and professional development opportunities to our members and friends, as we have always done.

We will address the issues that are relevant to women in the profession today, including joining the dialogue on why women of color are leaving law firms and why women in the profession have yet to achieve equal pay.

We are already moving forward with plans for our 2017 Annual Dinner, which will be held at the beautiful National Building Museum on May 17, 2017—exactly 100 years to the date of our founding.



Sonia W. Murphy

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You can be a part of this effort. You can and should join us as we “**look back and move forward**.” If you are not a member of the WBA, [please join today!](#) Check out our [calendar](#), and take advantage of our programming and events this year to do your part to keep the ball moving forward for women in the profession. I look forward to seeing you!

*The Women’s Bar Association of the District of Columbia:  
crucial then, relevant now, and vital for the next 100 years.*

*Let’s forge “**onward to 100**” and beyond!*

## WBA Board Governance Committee Hard at Work

*By Kerri Castellini, WBA President-Elect; Partner, Price Benowitz, LLP*



*Kerri Castellini*

The Women’s Bar Association has 27 committees and forums that work each year to provide substantive and lifestyle programming targeted at educating and advancing women lawyers in the metropolitan area. A working volunteer Board of Directors serves behind the scenes of the WBA and oversees the micro and macro management of the organization. One of the WBA Board subcommittees is a standing committee on Governance. Below are a few tasks that the WBA Board Governance Committee tackled in the 2015–2016 bar year to ensure that the

Association runs smoothly and continues to succeed:

- **Reviewed the WBA bylaws and Articles of Incorporation:** Each year, the Governance Committee reviews the association’s governing documents and makes changes necessary to advance the organization. Current versions can be found at [www.wbadc.org/bylaws](http://www.wbadc.org/bylaws) and [www.wbadc.org/articles](http://www.wbadc.org/articles).
- **Reviewed the Association’s progress with the strategic plan:** The WBA’s 2013–2017 strategic plan is available at [www.wbadc.org/strategicplan](http://www.wbadc.org/strategicplan). The Governance Committee reviews the strategic plan each year to determine where the Association has met its long-term goals and where there are areas for improvement. The Governance Committee then makes recommendations to the board to create, revise, or modify policies to further implement the strategic plan.
- **Created a Privacy Policy:** This year the Governance Committee facilitated the implementation of a WBA Privacy Policy to address how the organization will use data collected from our membership. The Privacy Policy can be found at [www.wbadc.org/privacypolicy](http://www.wbadc.org/privacypolicy).
- **Review of Social Media Policy:** The WBA adopted a Social Media Policy this year to guide the organization and its members regarding use of social media to further the Association’s goals and mission. The policy is available in the members only section of the website. Although the Governance Committee reviewed their work, the real credit for this policy goes to our Social Media Committee Co-chairs, **Lauren Brown, Rebecca Prybell, and Jessica Retka.**

*continued on next page*



As President-Elect, Sonia W. Murphy attended the ABA’s Bar Leadership Institute, a two-day conference that features plenary sessions, group discussions, and workshops on every aspect of bar management and leadership. Ms. Murphy (center) is pictured with ABA President Paulette Brown and ABA President-Elect Linda Klein.



- **Worked with outside counsel to review endorsing political candidates:** The WBA has a long tradition of endorsing judges for appointment, but in recent years, the WBA has received requests to endorse political candidates. The Governance Committee worked with pro bono counsel to review the Association's options for endorsing candidates for election.
- **Updated the Leadership Pipeline:** The Governance Committee has focused on ensuring that our leadership pipeline is running smoothly so that the future of the organization can be preserved, and new talent is identified and cultivated.
- **Revised the MOU and event template:** Current WBA policy requires that a Memorandum of Understanding (MOU) be signed when the WBA is co-planning an event with another organization where event revenue is being shared. In connection with our strategic goal of partnering with other voluntary bar associations and organizations, the Governance Committee revised the current MOU to contemplate events that are sponsored in name only and events where both organizations have taken a significant role in planning even if revenue is not shared.

Thank you to this year's Governance Committee members for keeping our organization on track and making sure that the WBA is here for generations of women lawyers to come. The 2015–2016 Governance Committee members included **Sonia W. Murphy, Susan M.C. Kovarovics, Jill Dash, Daria Neal, Elaine Fitch, Sheri Shilling, Celeste M. Murphy, Kerri M. Castellini, and Carol Montoya.**



# Join the WBA Today!

The WBA is committed to being the preeminent professional and personal resource for women at all points in their legal careers. As we approach the WBA's Centennial in 2017, it's a very exciting time to be a part of the WBA.

WBA offers many benefits and resources, just a few of which are:

- Discounted event registrations, including to our tailored programming, such as the Leadership Task Force, Solo & Small Practice Forum, and 20+ Years Expertise group
- Access to monthly Business Hour programs, held via teleconference, free and members only!
- Access to the online Job Bank, which lists career opportunities within private firms, corporations, the government, and non-profits
- Access to the *Raising the Bar* newsletter archive
- Participation in our mentoring program
- Listing in and access to the online Member Directory
- Access to numerous leadership and networking opportunities

Visit [www.wbadc.org](http://www.wbadc.org) for information on membership categories and rates.

If you are already a member, share this opportunity with the women in your network. Together, we will make the WBA stronger as we stand up for and promote women in the profession.

## WBA Foundation



### WBA Foundation President's Letter

*By Monica G. Parham, WBAF President*

The May 2016 WBA/WBAF Annual Dinner was a spectacular success! Our Torchbearer Award recipient, **U.S. Attorney General Loretta E. Lynch**, encouraged us to remain grounded while both reaching up to attain higher heights and reaching back to uplift and empower. Our Woman Lawyer of the Year **LTG Flora D. Darpino**, the first woman Judge Advocate General of the U.S. Army, inspired us to lead in a way that's powerful, yet authentic to ourselves. Their gracious and inspiring words—and lifetimes of accomplishment—together sent a message that we each took to heart, and that will continue to resonate. A thank you to all who attended with special thanks to our sponsors, who made the evening possible.



*Monica G. Parham*

A huge thank you is in order to outgoing WBAF President **Nancy Long**, who introduced the WBAF's grantee organizations and the special video highlighting our grantees at the event. Nancy has been an amazing leader, and a passionate advocate of the Foundation's mission. We thank her for her energy, insight, and enthusiasm, and look forward to her continued service on the Foundation Board. You can view our 2016 grantee video online at [www.wbadcfoundation.org](http://www.wbadcfoundation.org).

Our Do More 24 campaign in early June was another high point of our Foundation year. The WBAF raised close to \$4,300 in funds that will allow the Foundation to continue its important work on behalf of women and girls in the DC Community.

We hope that the messages from the Annual Dinner and from the moving video of the WBAF's 2016 grant recipients have inspired or will inspire you to action. We encourage you to make this a "summer on," not a "summer off." It's a great time to learn more about the organizations doing the kinds of on-the-ground work that is so vital to meeting the legal and related needs of women and girls in the greater Washington metropolitan areas. Read and learn about our grant recipients. Take on a pro bono case. Volunteer. Make your voices heard, and lift even as you climb.

[Make a donation to support the Foundation's work or include the WBAF in your estate planning.](#) The WBA Foundation does not receive membership dues; it instead relies on the support of donors, like you, who wish to support organizations that promote greater understanding, awareness, legal service representation, and advocacy for women and girls in our community. You can visit [www.wbadcfoundation.org](http://www.wbadcfoundation.org) to make a donation, or contact **Carol Montoya** at [carol@wbadc.org](mailto:carol@wbadc.org) for more information about estate planning.

### 2016–2017 WBA Foundation Board

#### OFFICERS

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*Crowell & Moring LLP*

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*WBA President-Elect*  
*Ex Officio*

# WBA Foundation Grant Awards Ceremony

(continued from page 1)

Photos by Mark Van Bergh Photography



WBAF 2015–2016 President Nancy Long and Board member Maureen Thornton Syracuse

Legal Empowerment and Appeals Project, First Shift Justice Project, Legal Aid Society of the District of Columbia, and Legal Counsel for the Elderly—were introduced by members of the Board of Directors and had an opportunity to give a brief presentation about their services and how the WBA Foundation grant would impact them. Grantees each had a table for their materials and networking opportunities with attendees.

The evening concluded with inspiring keynote by **Mary Margaret Farren**,

a domestic violence survivor and advocate. Ms. Farren was a victim of domestic violence that nearly left her dead. In 2010, the accomplished Skadden, Arps, Slate, Meagher & Flom attorney faced a brutal assailant—her ex-husband, a former Fortune 500 General Counsel and deputy White House counsel. Following a terrorizing series of assaults, she fled the family home with her two young girls sleeping just down the hall. Her ex-husband is now imprisoned for attempted murder. Mary Margaret has become

*continued on next page*

## WBA Foundation 2015–2016 Donors

Many thanks to our supporters! The following donors made a gift to the WBA Foundation between April 1, 2016 and May 31, 2016. These gifts will be used to support nonprofits that serve the legal and related needs of women and girls in the DC metropolitan community. For a list of all fiscal year donors and recognition of giving levels, visit [wbacfoundation.org](http://wbacfoundation.org).

### \$5,000 & Above

Elizabeth Bower

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Laura Snodgrass

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## Thank You to our Grant Awards Ceremony Sponsors

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### CONTRIBUTOR LEVEL

Maureen Thornton Syracuse



an advocate, speaking out against domestic violence, urging society to become intolerant of domestic violence and hold abusers accountable for their actions. See [page 25](#) for Ms. Farren's keynote remarks.



*Grantees each gave brief remarks.*



*Pauline Schwartz and Connie Schwartz*



*Courtney Weiner and Jennifer Duane*



*WBAF 2015–2016 Vice President Monica Parham  
and WBAF Treasurer Gaffar Chowdhury*

<p>LW.com</p>			<p><b>LATHAM &amp; WATKINS</b> LLP</p>	
<p>Barcelona Beijing Boston Brussels Century City Chicago Dubai Düsseldorf Frankfurt Hamburg</p>	<p>Hong Kong Houston London Los Angeles Madrid Milan Moscow Munich New Jersey New York Orange County</p>	<p>Paris Riyadh* Rome San Diego San Francisco Shanghai Silicon Valley Singapore Tokyo Washington, D.C.</p>	<p>Latham &amp; Watkins is a proud sponsor of the</p> <p><b>Women's Bar Association</b></p>	
<p><small>* In association with the Law Office of Salman M. Al-Sudairi</small></p>				

## Committee & Forum Highlights

### WBA Hosts Successful Panel on Sustainability Careers

By Laura Yaffe, Esq.

On April 7, the Energy and Environmental Law Forum, in cooperation with several other WBA committees and forums (International Law Forum, Government Attorneys Forum, 20+ Experts Group, Career Development Committee, and Young Lawyers Committee), and in partnership with the Federal Bar Association Environment, Energy and Natural Resources Section and the DC Bar, Environment, Energy, and Natural Resources Section, hosted a panel discussion on “Exploring and Finding Careers in Environmental Sustainability.”

The panel included **Kathryn B. Thomson**, General Counsel, U.S. Department of Transportation; **Shannon Broome**, Managing Partner, DC office of Katten, Muchin, Rosenman, LLP; **Sarah Jensen**, Environmental Protection Specialist, U.S. Department of Energy; **Samantha Medlock**, Senior Advisor, Office of Management and

Budget, Executive Office of the President; and **Dr. Rachel McCormick**, Counselor and Program Manager for Energy and Environment, Embassy of Canada. Our moderator was **Helen Serassio**, Special Counsel, Federal Transit Administration.

The panel explored the many forms that sustainability careers can take; sustainability requirements for Federal government agencies; the process of engaging parties in thinking about sustainability issues; making sustainability a key part of an organizational mission, instead of an afterthought; and incorporating different perspectives into discussions about sustainability.

This exciting evening marked what, hopefully, is the beginning of ongoing and dynamic discussion about careers and opportunities in this rapidly growing field.

### A Volunteer's Perspective: The 13th Biennial Conference, International Association of Women Judges *(continued from page 1)*

By Renée-Lauren Ellis



*Renée-Lauren Ellis, IAWJ Volunteer: A calm period in the Silent Auction Room...so I took a selfie.*

...excited when my volunteer application was accepted. I was required to commit to at least eight hours of volunteering—with options ranging from greeting attendees at Metro stations and providing guided tours of our local courts (including SCOTUS), to stuffing Conference bags meant for attendees. Because of work and other commitments, I chose to volunteer all day

on Saturday, May 28 at the Silent Auction and as a Greeter.

As requested, I arrived early for my shift to pick up a name tag and a sash (which denoted my language capabilities) and to be briefed on my responsibilities by the Volunteer

Coordinator. One of the first things I noticed was how truly international the Conference was: there were over 1,000 attendees from 80 countries. I was especially pleased to see many judges from African and Asian countries (Tanzania, Morocco, Kenya, Nigeria, Zambia, India, Bangladesh, Nepal, and South Africa to name a few). As a Jamaican, I was also happy to see a strong Caribbean contingent, with judges from Trinidad and Tobago leading the way. To have all these judges interacting with each other—sharing experiences, comparing notes—can only be a good thing for the development of our profession.

I spent much of my day covering what was the last day of the Silent Auction, an impressive activity ably coordinated by Judge Joy Cossich Lobrano (4th Circuit Court of Appeals, 2nd District, Louisiana) and her Research Attorney, Cynthia Warren. Over 500 donated items (books, craft items, clothing and accessories, a few food items) were carefully logged and displayed according to country of origin. Some items were handmade by

*continued on next page*





*Some of the over 500 items in the Silent Auction room: scarves, jewelry and decorative boxes, books, bags of all sorts, slippers. There was indeed something for everyone.*

judges, including paintings, a beautiful child's sweater, and a quilt. Volunteering in the Silent Auction room meant keeping a close eye on item displays and answering judges' questions about the bidding process, and, yes, sometimes giving my opinion on whether a particular item suited them or would be an appropriate gift. I smiled to myself when, on two occasions, I approached puzzled-looking judges to find out whether they needed help, only to realize that they could not find items they had bid on: had the items been moved or sold? I was able to find the items, and the grateful judges eagerly resumed their bidding. I walked away impressed at their focus and eagerness to be successful bidders...and also bemused at their keen interest in winning. Throughout the day I realized the Auction was

a relaxed, informal space for the judges, who were attending a Conference that covered very serious issues. While the bidding was fierce and focused, it was also friendly, and I saw camaraderie develop between judges who may not have otherwise come into contact. I observed many connections being made as, in addition to light discussions about auction

*continued on next page*

## WBA Centennial Celebration

The WBA turns 100 on May 17, 2017! We are planning the WBA's Centennial and invite your help. We want to create a year's worth of celebrations to celebrate our Founders, **Ellen Spencer Mussey** and **Emma Gillett**, and the charter members of the WBA who forced doors of opportunities open and made change, not just for women lawyers, but for all women.

These women:

- marched for woman suffrage;
- demanded the right to own property;
- drafted legislation allowing women to keep their own wages; and
- broke through the barriers confronting women, and women in the law.

We are initiating a series in *Raising the Bar* of vignettes from the history of the WBA written for its 50th anniversary in 1967. The fifth is below.

Learn more at [www.wbadc.org/centennial](http://www.wbadc.org/centennial). Please contact Carol Montoya at [carol@wbadc.org](mailto:carol@wbadc.org) if you would like to help.

**The WBA: The First Fifty Years can be downloaded and viewed at [www.wbadc.org/centennial](http://www.wbadc.org/centennial).**



*Burnita Shelton Matthews*

*"In September, 1918, for the first time, a woman, Kathryn Sellers, one of the charter members of the Association, was appointed to the Bench of the District of Columbia. She was the first woman in the United States to be judge of a Juvenile Court and was the first woman to be appointed to the Bench under Federal authority. Since her day, twelve WBA members have been appointed by Presidents of*

*the United States to be Judges of the several Courts in the District of Columbia. They are:*

*"The Honorable Burnita Shelton Matthews of the United States District Court for the District of Columbia [WBA President, 1927-1928],*

*"The Honorable Kathryn Sellers, Fay L. Bentley and Edith H. Cockrill of the Juvenile Court,*

*"The Honorable Mary O'Toole, Ellen K. Raedy, Nadine Lane Gallagher, Mary Catherine Barlow, Grace Stewart, Mildred E. Reeves, and Catherine B. Kelly of the Court of General Sessions (and/or its predecessor courts),*

*"The Honorable Catherine B. Kelly of the Court of Appeals for the District of Columbia,*

*"The Honorable Marion J. Harron of the Tax Court of the United States."*





*Judge Joaquine De Mello, High Court Judge, Tanzania. Judge De Mello is wearing a dress in a traditional Tanzanian style and print. The skirt bears the picture of the Tanzanian president, who Judge De Mello proudly stated has spoken up against corruption.*

items and bidding strategy, I overheard judges discussing presentations they had just attended or comparing how they handled issues in their countries. As judges contemplated items, they often struck up conversations that continued as they left the Auction room. That kind of connection is priceless and, I think, the real value of the Conference.

During lunch and slow periods in the Auction room, I paused to reflect on these observations and other interactions and realized just what this volunteer experience meant for me: it was an excellent opportunity for me to help the NAWJ put on a successful event, yes—but I also helped myself. To be sure, this was an unexpected benefit of committing my Saturday afternoon; I was so focused on making sure I helped organizers keep the event running smoothly. But, quite simply, interacting with the judges in my volunteer capacity helped me get over my general nervousness about “making small talk” or approaching strangers (think of the dread you feel or see in others at networking and cocktail receptions). Armed with my volunteer sash,

it became easy for me to approach a judge (a judge!) about having questions or needing anything, and then to segue into light conversation about their attendance, their home country and visit to the U.S., or why they were interested in a particular item. As a Greeter during the time when Regional Meetings were underway, I confidently approached judges to guide them to the correct room, and I was pleased to be able to erase the looks of uncertainty from their faces once I showed them where they needed to go. It’s a small thing, sure, but each interaction was a little zap to my confidence and a reminder that I can do this—no need to feel (or look) so awkward! I realized too that I was honing my ability to read body language and developing better emotional intelligence, important soft skills for attorneys.

I’ve volunteered at many events, but this Conference was marked by its warmth, welcoming energy, and the sheer vibrating power of having so many women judges from around the world in one place. I enjoyed my experience and look forward to keeping in contact with those I met (volunteers and judges). Volunteers are the backbone of conferences such as these because we provide day-of, hands-on help that ensures all goes well, and, of course, it’s important to show up and to do a good job at your assigned task. Conferences such as these are also of great value to volunteers, and not only because of the access we get to people with whom we would not otherwise have contact, but, and I think more importantly, because of the little lessons and observations about yourself that you pick up along the way.

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\*Acritis Global Elite Law Firm Brand Index 2013-2015.

## Member Spotlight: Nancy Kuhn

Compiled by Lisa R. Neuder, Esq.



Nancy Kuhn

**Nancy Ortmeier Kuhn's** background and career make her one of the outstanding members of the Women's Bar Association. She is a Director at Jackson & Campbell, P.C., where she is Chair of the Tax Group and represents a wide variety of large and small taxpayers in tax planning and tax controversy work. She has also worked for some of the nation's most prestigious law firms, such as Caplin & Drysdale and Powell Goldstein. Prior to her work in private practice, she served as a law clerk to the U.S. Tax Court. After a wonderful clerking experience, she spent about 10 years litigating tax cases at the Internal Revenue Service.

After earning Bachelor's and Master's degrees in music performance (piano/organ), Nancy studied in Norway for a year on a Fulbright Scholarship at the University of Trondheim, where she met her husband on a boat from Stockholm to Helsinki (in December!). They moved to Colorado for her husband's job, and she pursued her law degree from the University of Colorado at Boulder. Immediately afterwards, she earned her LL.M. in tax from the University of Denver. Following completion of her studies, she moved to Washington, DC, where she began her illustrious career.

Nancy is always on the go. In her spare time, she engages in an impressive list of activities. "I love to be busy, and have succeeded in fulfilling that love sometimes to excess," said Nancy. She has myriad interests. She loves to run, and she starts each day with a three-mile run. Music is another one of her passions. She joined the Washington Chorus after her son left for college four years ago. She now sings regularly with the Chorus at the Kennedy Center, Wolf Trap, and Strathmore. She even sang at Carnegie Hall last year! Her dream of being on stage was finally realized—not alone with a piano, but with 180 of her best friends singing with magnificent orchestras and conductors.

Nancy holds a number of leadership positions in a variety of professional and community organizations, including Master in the Rupert Murdoch Inn of Court (Tax Court); President and Board Member, Children's Chorus of Washington; Board Member and Chair of Audit Committee, Asbury Communities (CCRC); and Handbell Choir Director, Faith United Methodist Church.

She has two children—a daughter who is a publicist at CNN Digital in DC and a son who just graduated from the University of Texas at Austin and will start his job as an analyst at GE Energy Financial in Stamford, CT in July. She is so proud of both of their accomplishments!

Nancy joined the WBA in 2011. Since that time, she has served as the Co-chair for the Tax and Business Law Forum. She also started the 20+ Experts Group, a group of WBA members with 20 or more years of experience in a particular area of law. She has also been a Co-chair of the Annual Dinner for the past three years.

### Why did you join the Women's Bar Association?

I joined the WBA to broaden my network, and to get to know more women attorneys in DC.

### How did you get involved? How do you stay involved?

I attended an Annual Dinner when **Jessica Adler** was the President-Elect for the following year. I happened to sit at her table, and mentioned that I wanted to get more involved. **Kerri Castellini** was also at the table, and they both said I was perfect for the position that Kerri was vacating, which was Co-chair of the Tax and Business Law Forum! Since I am a tax attorney, the opportunity was perfect for me.

### What benefits do you get from being a part of the WBA?

The benefits include being part of a wonderful network of very accomplished women. WBA members are warm and welcoming, and involved in many different aspects of the law, which makes any conversation very interesting. Also, members tend to be very active in other areas as well, whether with family or avocations. It is always interesting and inspirational to hear from these colleagues. The programs that are offered provide interesting perspectives in a variety of areas, along with networking opportunities.

*continued on next page*

**Tell us about your mentor/hero.**

My family has always been my inspiration. When I was growing up in Iowa with three older siblings, I was always encouraged by my parents to follow my passions, wherever they might lead me. I thought I wanted to be a concert pianist, so I followed that passion through graduate school. I then studied music in Norway for a year, met my American husband, and got married. It was only then that I realized that my dream of being a concert pianist was not particularly realistic, nor was it what I wanted to do with my life. At that point, I was working as a part-time assistant in a law office and decided I should get a paralegal certificate. However, my husband said, "Absolutely not." If I was going to switch to law, I should go to law school. So I did. Since then, my children have been my inspiration to work hard and to learn by new experiences, always striving for excellence.

**What words of advice do you have for women new to the profession?**

Any career will have its ups and downs, and a legal career is no different. The most important thing is to build your career based on both the ups and the downs. I frequently learn more from difficult situations than from my victories.

**What is the best advice you have received?**

I was a litigator at the IRS at the beginning of my career. The best advice I received was from my IRS Branch Chief, after a bruising fight with a taxpayer who was not respectful at all to me. He gave me this well-known quote:

*“It is not the critic who counts...The credit belongs to the man who is actually in the arena; whose face is marred by the dust and sweat and blood; who strives valiantly...who, at worst, if he fails, at least fails while daring greatly; so that his place shall never be with those cold and timid souls who know neither victory nor defeat.”*

— Teddy Roosevelt

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## Member News

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### WBA Members Elected to DC Bar Leadership

Congratulations to the WBA members elected to leadership positions in the 2016–2017 DC Bar election.

**President-Elect**

- **Patrick McGlone**, Ullico Inc.

**Board of Governors**

- **Jessica E. Adler**, Law Office of Jessica E. Adler
- **Karen E. Evans**, The Cochran Firm
- **Christopher P. Zubowicz**, U.S. Department of Justice

**ABA House of Delegates**

- **John (Jack) C. Keeney, Jr.**, Association of Zoos and Aquariums
- **Laura A. Possessky**, Gura & Possessky PLLC
- **Lucy L. Thomson**, Livingston PLLC

The members below were elected to DC Bar section steering committees. In their roles, committee members will develop and organize substantive and social programs in their specific practice areas throughout the year.

**Corporation, Finance and Securities Law**

- **Martha V. Clarke**, Office of the Comptroller of the Currency

**International Law**

- **Pauline M. Schwartz**, The Schwartz Law Firm, LLP

**Labor and Employment Law**

- **Valerie A. Chastain**, Kalijarvi, Chuzy, Newman & Fitch, P.C.



## Margaret Brent Recipients Announced

The ABA Commission on Women in the Profession has announced the 2016 Margaret Brent Women Lawyers of Achievement Award, many of whom have WBA connections.

Established in 1991, the Margaret Brent Women Lawyers of Achievement Award recognizes and celebrates the accomplishments of women lawyers who have excelled in their field and have paved the way to success for other women lawyers.

**Ginger Ehn Lew**; Managing Director and General Counsel, Cube Hydro Partners; Bethesda, MD

**Roberta D. Liebenberg**; Senior Partner; Fine, Kaplan, and Black, R.P.C.; Philadelphia, PA

*Ms. Liebenberg was a featured speaker at our March 31, 2016 program, "Getting a Seat at the Table: Women as First Chairs at Trial"*

**Nancy E. O'Malley**; District Attorney, Office of the District Attorney; Alameda County, CA

**Judith W. Rogers**; Circuit Judge; U.S. Court of Appeals for the District of Columbia Circuit; Washington, DC  
*WBA's 1990 Woman Lawyer of the Year*

**Judith A. Scott**; General Counsel, Service Employees International Union (SEIU) and Senior Partner, James & Hoffman, P.C.; Washington, DC  
*WBA's 2015 Woman Lawyer of the Year*

## Edelman Nominated to Serve on U.S. District Court

President Obama named Judge Todd E. Edelman as a nominee for the U.S. District Court for the District of Columbia. Judge Edelman has served as an Associate Judge on the Superior Court for the District of Columbia since 2010. Prior to his appointment to the court, from 2008 to 2010, he was a Visiting Associate Professor of Law at Georgetown University Law Center. From 2005 to 2008, he was of counsel at the law firm Bredhoff & Kaiser, P.L.L.C. He worked for the Public Defender Service for the District of Columbia from 1997 to 2005, during which time he served as a Staff Attorney for the Trial Division from 1997 to 2001, a Supervising Attorney for the Trial Division from 2001 to 2002, the Chief of the Serious Felony Section from 2002 to 2004, and the Training Director from 2004 to 2005. From 1995 to 1997, he was an E. Barrett Prettyman Fellow at Georgetown University Law Center.

## Welcome New Members

The following persons joined the WBA in May & June 2016.

Bridget Alzheimer	Hon. Shana Matini
Cara Baros	Patrick McGlone
Hon. Judith Bartnoff	Brittany Mountjoy
Kristin Bear	Jesenska Mrdjenovic
Rochelle Bobroff	Elisabeth Nolte
Ashley Boizelle	Karalyn O'Brien
Theresa Bowman	Me O'Neill
Chandra Branham	Mary Ann Parker
Michelle Branigan	Heather Pinnock
Julie Breslow	Kelly Powers
Saundra Brown	Michelle Profit
Kellie Budd	Ana Reyes
Tara Charles	Michelle Richards
Caroline Coates	Amy Rigdon
Madeline Cohen	Jessica Rosenthal
Jordan Cooper	Robin Runge
Hayley Curry	Zoe Sajor
Carly Deckelboim	Dionne Savage
Alesha Dominique	Kristi Schulenberg
Sarah Dowd	Channing Shor
Toni Ellington	Siobhan Siaca
Susan Freedman	Cynthia Sitcov
Grace Fremlin	Hon. Jeri Somers
Fadia Galindo	Susan Stewart
Desiree Gibson	Hayley Tozeski
Tiffany Heavlin	Katherine Turner
Deneen Howell	Darlene Tzou
L. Shavonne Jordan	Lindsey Vaala
Rachel Leahey	Danielle Wete
Quinnie Lin	Kirsten Wilkerson
Denise Lind	Angela Wilson
Lia Lindsey	Jamielah Yancey
Ashley Ludovicy	Sarah (Xiaohua) Zhao
Amanda MacDonald	

*For information regarding WBA Member Benefits and becoming involved with a Committee or Forum, see [Membership & Benefits](#) and [Committees & Forums](#).*

## Upcoming Events

Monday, July 11, 2016

### Government Attorneys Forum Summer Happy Hour

*Presented by Government Attorneys Forum*

Join us for a Summer Happy Hour! Come and meet new friends, network, and share your ideas for next year's programs and events! We look forward to seeing you all there!

Wednesday, July 13, 2016

### International Law Forum Business Development Lunch

*Presented by International Law Forum*

Are you an international lawyer actively developing business? Targeting a global clientele and navigating foreign business practices pose unique challenges in the area of marketing and business development. Join us for our quarterly business development lunch program. This lunch's subject: "Leverage Your Network to Develop Your International Book of Business."

The International Law Business Development group gathers quarterly to share skills and knowledge in the area of international marketing and business development. In order to ensure the value of the discussions for participants, we ask that attendees have a minimum of five years of experience in the field of international law.

Wednesday, July 13, 2016

### Solo & Small Practice Monthly Meeting

*Presented by Solo & Small Practice Law Forum*

This event is open to lawyers from solo and small firms, as well as attorneys looking to join solo or small firm life. WBA has a strict "no solicitation" policy for these meetings.

Thursday, July 14, 2016

### Diversity Committee Summer Soiree Meet & Greet

*Presented by Diversity Committee*

Join us in toasting to the summer! Enjoy a fun evening of mingling and networking with fellow members. Meet new faces, catch up with old friends, and learn what the Diversity Committee has to offer. Drink and food specials will be available.

Wednesday, July 20, 2016

### Continuing Impacts of Ukraine-Related Sanctions on U.S. Industry in Russia

*Presented by International Law Forum*

U.S. industry continues to face compliance challenges and uncertainty related to sectoral sanctions and the embargo of Crimea. Join us for an off-the-record discussion with legal and policy experts from the government and private sectors on the impacts of the Ukraine and Russia-related sanctions program on U.S. industry, an update on the current Russia policy climate, and the key compliance challenges under sectoral sanctions.

Friday, July 22, 2016

### A Jazzy Evening at the Sculpture Garden

*Presented by 20+ Experts Group*

Join the WBA 20+ Experts group at the Sculpture Garden for a Jazzy evening! Summer is the time to relax—no agenda, no speakers, no name tags. Look for us near the fountain across from the band. Bring your own picnic, or enjoy beverages purchased on-site.

Sunday, August 7, 2016

### 26th Annual Margaret Brent Awards Luncheon

Join the ABA Commission on Women in the Profession for its 26th Annual Margaret Brent Women Lawyers of Achievement Awards Luncheon. The ABA Margaret Brent Women Lawyers of Achievement Award, established in 1991, honors outstanding women lawyers who have achieved professional excellence in their area of specialty and have actively paved the way to success for others.

Wednesday, September 14, 2016

### Stars of the Bar Networking Reception

Kick off the WBA's program year with a free reception open to everyone in the DC legal community. Meet WBA and WBA Foundation leaders and committee and forum Co-chairs, and join in recognizing our Stars of the Bar honorees, who exemplify our theme of "**Looking Back, and Moving Forward.**"

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Tuesday, September 20, 2016  
(postponed from earlier date)

**Not an Endorsement: Nonprofits and Campaign Activities**  
*Presented by Non-Profit Organizations Forum and  
Tax and Business Law Forum*

We will be exploring the different rules regarding campaign-related activities that are currently applicable to public charities, private foundations, and social welfare organizations. We will also discuss the difficulties faced in advancing legislation or administrative guidance on political activity. Following brief formal presentations, we will open things up into a moderated panel format to discuss current issues and audience questions.

Friday, December 16, 2016

**Holiday Tea**

**This event WILL sell out. Register early!** The Communications Law Forum's afternoon high tea promises to be a festive, delicious, and congenial experience—the perfect way to celebrate the holiday season with your friends! Our honored guest is the Honorable Patricia Millett, U.S. Court of Appeals for the District of Columbia Circuit.

**Save the Date:**

Thursday, October 27, 2016


**WBA Foundation Wine Tasting & Silent Auction**

Thursday, February 23, 2017

**WBA Foundation Grant Awards Ceremony**


Wednesday, May 17, 2017

**WBA/WBAF Annual Dinner**

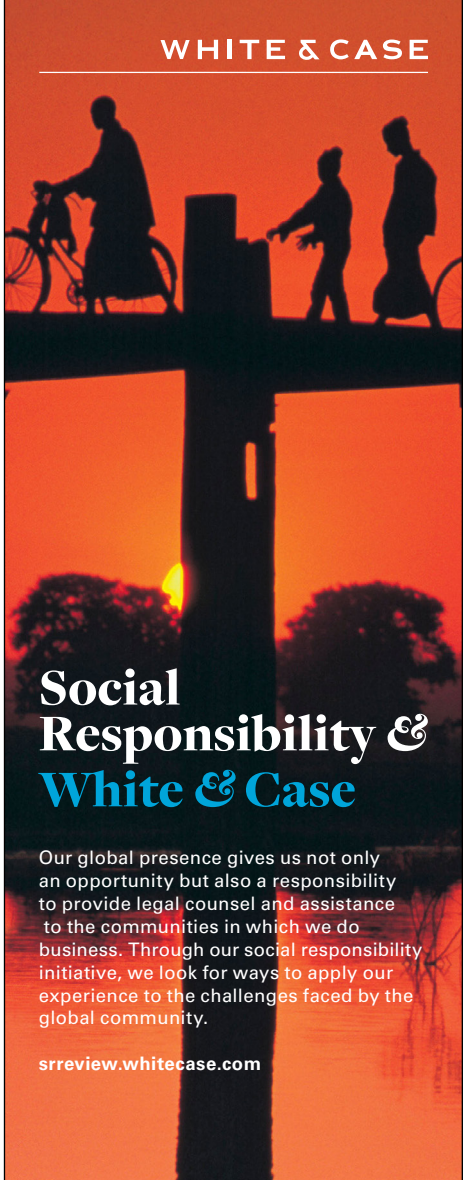


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# WBA Foundation Grant Awards Ceremony Keynote Remarks

(continued from page 16)

Mary Margaret Farren, Domestic Violence Survivor & Advocate



Mary Margaret Farren

## Introduction

Thank you for having me here this evening. It's an honor to talk to such an inspiring group of people helping women and children. You, more than most, know the tragedy of domestic violence and the negative effects on women and children. Tonight I'd like to share my story and

reflections. As you can imagine, I've spent a great deal of time thinking over the trajectory of my life and how I found myself lying on the floor nearly dead desperate to save my young daughters.

It's been six years since my ex-husband nearly killed me after I served him with divorce papers. Unfortunately, my memory of that night has not diminished. It is impossible to describe accurately the realization that your life is ending at that moment, and the fear that I could not protect my two little girls, who lay sleeping in the next two rooms. Confronting his murderous rage and violence continues to haunt me, but also to propel me to help others.

Amy Bess asked me to speak here tonight after hearing my talk at DV LEAP's fundraiser last year. I recently was honored to join the DV LEAP board. I am passionate about the work DV LEAP is doing to assist victims of domestic violence and hold their abusers accountable. As lawyers know so well, DV LEAP's work has a broad effect because they focus on appellate precedent that trial judges are required to follow. Listening to the amazing breadth of assistance the grantees here tonight provide, I am humbled.

## Society's View

In large part due to the explosion of social media and high profile incidents such as Ray Rice, we are seeing a seismic shift occurring in society's understanding and view of domestic abuse. But it is not sufficient; it will take Herculean efforts to change society's view so that women don't look at a controlling guy and say, "Oh my gosh it's because he loves me so much"; but instead women recognize it as an early warning sign of a life-threatening behavior. It is our collective duty to make this information public knowledge.

We need to become intolerant of domestic abuse in a similar way that society is intolerant of drunk driving. Mothers Against Drunk Drivers changed society's view. You don't even need to hurt someone, but only to fail a breath test at a routine traffic stop to have your personal and professional life affected deeply. Drive drunk with your children in the car...you are a social pariah. But you can intentionally beat your wife or be abusive toward your children, and society historically has considered that a private matter.

## Domestic Abuse Is Prevalent

Domestic violence largely occurs in private. That makes it difficult for society to fully understand the terror and effects of this far too prevalent crime. Because what happened to me was so public, women confide in me their private hell. I have been shocked at how many women from all walks of life are in abusive relationships.

## Misconception

There is a common misconception that domestic violence happens to weak women and women without resources. A lot has been said that domestic violence is a classless crime...that it happens in wealthy suburbs, as well as blue-collar neighborhoods. That is true. What is also true is that women who are happy, confident, and successful find themselves victims of domestic violence. I thought I could manage Mr. Farren's anger; I could solve this problem. Most women who marry a controlling, jealous man don't end up in a pool of blood nearly dead, but believe me, your life is hell even in the absence of physical abuse.

I'd like to describe the progression of my relationship with Mr. Farren, my ex-husband, because people are dumbfounded how two successful people with beautiful children could end up with him nearly killing me.

## Dating & Learning the Rules

As many of you know, Mr. Farren's last position was Deputy White House Counsel under George W. Bush. Prior to that he was Chief Legal Office and General Counsel for Xerox Corporation and Undersecretary for International Trade at the Department of Commerce.

I started dating Mr. Farren a week after I moved to DC in 1994 after graduating from law school. He swept me off my feet with intelligent conversation, exciting parties, and trips.

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He had a wide circle of long-time friends; we socialized a lot and spent much time alone, gardening, running and biking. After several months of dating, Mr. Farren showed his temper, controlling nature, and jealousy. I thought, 95 percent of this relationship is wonderful, I can certainly manage the bad part. Once he sees I'm not going anywhere, he'll relax. I tried to break it off six months after we started dating. My dad got it right...he said, "Mary Margaret, I'm going to hire a body guard for you. I think he's going to hurt you." He had sized up Mr. Farren correctly.

### Strategizing

I didn't succeed in breaking it off. He, like so many abusive men, charmed me back. Things started to go smoothly. In hindsight I realized it was because I changed my behavior...I didn't go out with friends after work, I stood close to him at a cocktail party. I would spend a large part of my day strategizing how to keep things calm for people around me. Eating out was stressful...he would explode at a server for touching the rim of his glass, or taking a plate before everyone was done. I kept thinking if I could just talk to the server before the dinner, it would go smoothly. To my then five-year old daughter's credit she told him, "Daddy, when you act like this you make Mommy and me feel sick. Don't treat people that way."

### No Physical Abuse Until the Attack

Mr. Farren was never physically violent during our 13-year marriage until the night he tried to kill me. I learned that you cannot determine your risk of physical violence from past violence alone. I realized that I didn't know to label his violent words, gestures, and manners as escalating violent behavior. All violent actions begin with violent words. I learned that violence is of a pyramid shape: at its base are violent words, and its peak culminates with violent actions. The risk of physical assault can be anticipated from past words of violence. Also, violence becomes imminent when you decide to leave, rendering the abuser powerless. You see, the abusers know that keeping their victims isolated, or the abuse "private," is protective of them. We must make domestic violence a public responsibility.

### Years of Terror

People have asked me—did Mr. Farren just snap? The answer is "No." This was not a case of a good man who had a bad night. This was a calculated, horrific attack that was preceded by years of terror. I saw his rage seething just beneath the surface at times when I questioned his behavior or refused to do as he demanded. I had to walk on eggshells and be incredibly careful to not trigger his rage.

Mr. Farren made threats, stating, "If you think this is mean, you have not seen mean yet," and "Mary Margaret, you just wait to see what you have started." If I ever left me, he told me, "I will make your life and our daughter's life hell." He delivered his promise.

He would refuse to discuss matters with me when our daughter was asleep; rather he'd wait until she, as young as four years old, was getting ready for me to take her to school. Then he would yell at me in front of her. Mr. Farren knew she was my only vulnerability. I would do anything to protect her. He used this knowledge to control me and silence me. When my eldest daughter was only five months old, Mr. Farren threw my father out of our home and forbade him from ever visiting again. Over the years he continued to isolate us from family, his relatives and mine.

### Sleep Deprivation & Seeking Divorce Counsel

In 2008, while Mr. Farren was working at the White House, he engaged in terrifying behavior at home. After an argument, I went to sleep on the couch. Mr. Farren came out to the living room and turned on the lights, screaming obscenities at me. He kept returning, doing the same thing—at first every fifteen to thirty minutes, then every hour; each time screaming obscenities at me. If I had turned the lights off, he turned some on; if I left them on, he turned more on. This went on the entire night. Mr. Farren said, "This is the beginning Mary Margaret." The next day, he did not speak to me during the day. That evening I again went to sleep on the living room couch. For the first time in my life I was happy there was a power outage, preventing him from turning on lights—but Mr. Farren continued the sleep deprivation and verbal assaults the entire night by shining a flashlight within an inch of my face every thirty minutes to an hour.

In the early hours of that morning I told him, without tears or emotion, "I will not discuss the past or our relationship any further. This is over. There is something tragically wrong with the way you think." The next morning he begged me to reconsider. I said, "It's only a matter of time before you hit me." He replied, "Oh my God, Mary Margaret, how could you think that...I would never hit you." I said, "You're this close."

I consulted with a top DC divorce attorney. He told me that unless there is documented physical abuse, Mr. Farren could get 50 percent custody if he wanted it. That was even though he had never changed her diaper, or taken her to school or the park. I made the pragmatic decision to stay in the marriage and work on improving it. I couldn't bear the thought of sending my daughter to be alone with him.

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I told him in order for me to stay, he had to stop being so mean to people. That lasted a few months. I kept thinking it would get better when he wasn't in such a stressful job.

### Divorce in January 2010

Why did I serve him with divorce papers in 2010? Because he had started to target his abusive behaviors toward our daughter, then six. In late 2008, he had left the White House, and he wanted to move back to our house in Connecticut. I thought, he'll be happier because he won't be working so hard, and he'll be calmer because I'll be working from home. It didn't work out that way. He no longer had 10 hours a day at the office to dissipate his anger and control, it all came down on us like a ton of bricks. He followed our daughter and her nanny around the house barking orders. I saw our daughter taking on the same strategies to avoid triggering his anger. That is heartbreaking. I urged him to go to counseling. He refused. I decided it was time to take action.

I had alerted my daughter's first grade teacher that I served Mr. Farren with divorce papers. The day after I served him, her teacher said, "I have never seen a child more thrilled that her parents were getting divorced....She bounced into school and said 'my parents are getting divorced and I'm going to live with my mom!'" Remember, there had been no physical violence in the home up to that time, but her reaction shows the effect of explosive rage and emotional abuse.

Two days after I served the divorce papers, Mr. Farren demanded that I withdraw them. Late in the evening of January 6, in the moment before the attack, I stood next to our bed and softly said I would put the divorce on hold if he would go to marital counseling, but I would not withdraw the papers. For the sake of the wellbeing of my daughters and myself, I could not follow his demand. He sprang up and attacked me, acting as he had threatened the worst is yet to come. That fateful night is the hell he promised to me and my daughters.

I recall with pitched intensity being tackled to the floor, with his hands around my neck, slamming my head into the floor, pulling out gobs of my hair...I was terrified. I lost consciousness several times during the attack, where he proceeded to crush my face and head with a long metal flashlight. I kept thinking: I need to hold it together so I can go save the girls.

### Get Out of Jail Free Card

It turned out that the severity of the attack was my "get out of jail free card"—certainly no one would take that card

voluntarily because I nearly died. I escaped the house with my two daughters, about forty-five minutes after the attack began. The next morning in the hospital, I told my mother, "It's over Mom...the girls and I are free." My amazing mom and dad gave me the confidence and courage to withstand the attack and survive. My eldest daughter summed it up. When she was eight, she told me that they asked her at school what was the best day of your life. She told her class it was the day her baby sister was born. But she said, "Really, Mommy, the best day of my life was also the worst day. It was the day the bad thing happened; but if it didn't happen we'd still have to see him."

I am thrilled to say that the girls and I are thriving. They are in kindergarten and 7th grade. I've gotten remarried to a wonderful man, Greg Pellegrino, who is here tonight.

### Physical & Emotional Injury

There are, however, lasting effects from the attack. Mr. Farren beat my head so severely that I have suffered, I was told, physical brain damage. I can't concentrate to read books. I become overwhelmed when I need to complete multiple tasks at once. I'm forgetful, so I need to write down in detail my daily activities. I have bad depth perception. Because of this, I injure myself often, walking into walls and furniture. When I bump or cut my head my body memory triggers the physical feelings of the attack. I collapse to the floor and sob. I had struggled with PTSD, although it is largely resolved since Mr. Farren was found guilty for my attempted murder and incarcerated in September 2014.

Unlike me, most women are not free from their abusers... after being under siege at home, they now have to battle in the courts. While a shift is underfoot, our society has tolerated domestic violence. Abusers often get a pass at work...people think, yeah, he's a tough guy, but he sure makes us a lot of money. That needs to change. I promise you, there is a real cost to having abusive people in the office.

### What Can We Do?

Number one is what so many of you do on a daily basis—being there for victims. My long-time law firm, Skadden, Arps, Slate, Meagher & Flom, was remarkable in their support of me, both during my marriage and after the attack. They immediately found a place for my girls and me to hide. After a week in the hospital, my mom, the girls, and I drove to New York City at night to a corporate apartment Skadden had arranged and paid for. I'll never forget pulling up in front, my mom holding my four-

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month-old baby and me clutching my daughter's hand. The people at the desk were shocked by my injured appearance and the sadness of the situation. I gave the code word "Horseback" to get the keys. The next day Skadden brought me cash because I couldn't use ATMs for security reasons. Skadden arranged consultations with former CIA security experts to help me navigate the new world of living under the radar, which we continued to do until Mr. Farren's incarceration in 2014.

There are many lawyers here tonight who help victims of domestic abuse. Realize that your client may not perform well in court. Believe me, it is terrifying to be in a room with your abuser. Your body has a physical reaction of shaking, your heart pounding. In my case, the judge and attorneys took steps to ease the situation. Opposing counsel stood directly in front of me so I would not have to look at Mr. Farren. After Mr. Farren rushed toward me at a break in the divorce trial, the Judge ordered that I, and the Marshall protecting me, would leave the courtroom first and only return once every one else was seated. These measures helped greatly. Seek them for your clients.

Finally, thanks to WBAF and its members for the financial support they provide and to the grantees here tonight for your hard work and dedication. I am optimistic that the tide is shifting and our society will become increasingly intolerant of domestic abuse.

## Associate Pay Rising at Many Big Firms, and That's...Not Entirely Great News

After one large law firm announced that it would increase starting salaries by \$20,000 and also increase salaries for its junior and senior associates, around 40 other firms said that they would follow suit. According to *Bloomberg Law*, this news is actually a bit mixed. Will it become that much harder to obtain an entry position at those law firms? And will partners feel more justified in working their associates around the clock? Click here to read the full story: [bol.bna.com/will-associate-salary-bump-widen-the-gulf-between-have-and-have-nots/](http://bol.bna.com/will-associate-salary-bump-widen-the-gulf-between-have-and-have-nots/)