

Katten



Women's Leadership Forum

Women at Katten



24%

A circular graphic with a blue outer ring and a yellow inner ring, containing the text '24%'.

OF THE FIRM'S PARTNERS



45%

A square graphic with a blue outer border and a yellow inner border, containing the text '45%'.

OF THE FIRM'S
ASSOCIATES AND
COUNSEL



50%

A square graphic with a blue outer border and a yellow inner border, containing the text '50%'.

OF THE
2020 SUMMER CLASS



34%

A circular graphic with a blue outer ring and a yellow inner ring, containing the text '34%'.

OF ALL ATTORNEYS

Best Law Firm for Women

Included on Working Mother's 13th annual "Best Law Firms for Women" list, recognizing firms that utilize best practices in finding, retaining, promoting and developing women attorneys. Katten has appeared every year on the list since its inception in 2007, earning the firm the Hall of Fame designation in 2019.



WLF Steering Committee

“Never underestimate the ability of a small, dedicated group of people to change the world; indeed it's the only thing that has ever changed the world.”

MARGARET MEADE

Katten's Women's Leadership Forum (WLF) is committed to advancing and retaining women attorneys through mentoring, external networking, internal relationship building and career development programs. The WLF also serves as a forum to address work-life balance, professional development hurdles and other issues faced by women in the workplace.

Katten partners on our global Women's Initiatives Committee

Connie Fratianni
New York



Lisa Atlas Genecov
Dallas



Nicole Lynn Kobrine
Washington, DC



Rebecca Lindahl
Charlotte



Meegan Maczek
Los Angeles



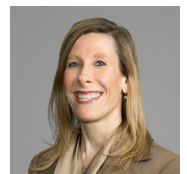
Stacey McKee Knight
Los Angeles



Christine Murphy
New York



Cheryl Camin Murray
Dallas



Karen Nelson
Charlotte



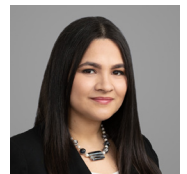
Charlotte Sallabank
London



Julia Schmidt
Washington, DC



Yelena Shagall
Chicago



Gloria Franke Shaw
Los Angeles



Tami Kameda Sims
Los Angeles



Elizabeth Hermann Smith
Chicago



Kenya Scott Woodruff
National Chair,
Dallas



Allison Yacker
New York





Our policies and programs help to create an inclusive environment that supports the well-being of all attorneys.

Diversity Lab's Mansfield Rule

In 2018, Katten achieved certification and recognition as a “trailblazing” law firm for completing the Mansfield Rule pilot program, which measures law firm efforts to increase the number of female and diverse attorneys among their ranks and has achieved certification each year since first participating. Diversity Lab's Mansfield Rule is intended to increase the representation of diverse attorneys in law firm leadership and lateral hiring efforts. The certification recognizes law firms where women, attorneys of color, LGBTQ attorneys, and attorneys with disability make up at least 30 percent of the candidate pool for firm leadership and governance roles, equity partner promotions and senior lateral positions. In response to our expanded Mansfield efforts, Katten is currently developing specific guidelines for including women in pitches, client events, and other opportunities to expose these demographics to current and potential clients.

Parent Affinity Group and Career Coaching Program

Katten Parents Affinity Group was introduced during the COVID-19 pandemic as a resource and support for our working parents to connect and discuss approaches to navigating work and family responsibilities. This group provides members the opportunity for reflection, dialogue, best practices sharing, support, and ongoing programming. In light of the shift in working from home during a pandemic where many working parents were now also caring for children or supporting distance learning, we provided all Katten parents (attorneys and business professionals) an opportunity to connect with coaches to support navigating this time. The coaches also provide guidance on how to have conversations about potential flexibility needs and alternative work arrangements, as well as how to build and leverage personal and professional support networks.

Parental Leave (Including Adoption) Policies

In addition to our standard Parental Policy, which provides up to 20 weeks of leave, Katten has a formalized transition option (On & Off Ramp Policy) for attorneys giving birth or adopting to return to work on a transition schedule of 25 percent reduction in target (no reduction in salary) during the last two weeks prior to departing for leave, if the leave is at least 12 consecutive weeks. Attorneys returning after at least 12 weeks of leave will work on a transition schedule of 25 percent in target and will receive 100 percent salary.

Flexible Work Schedules

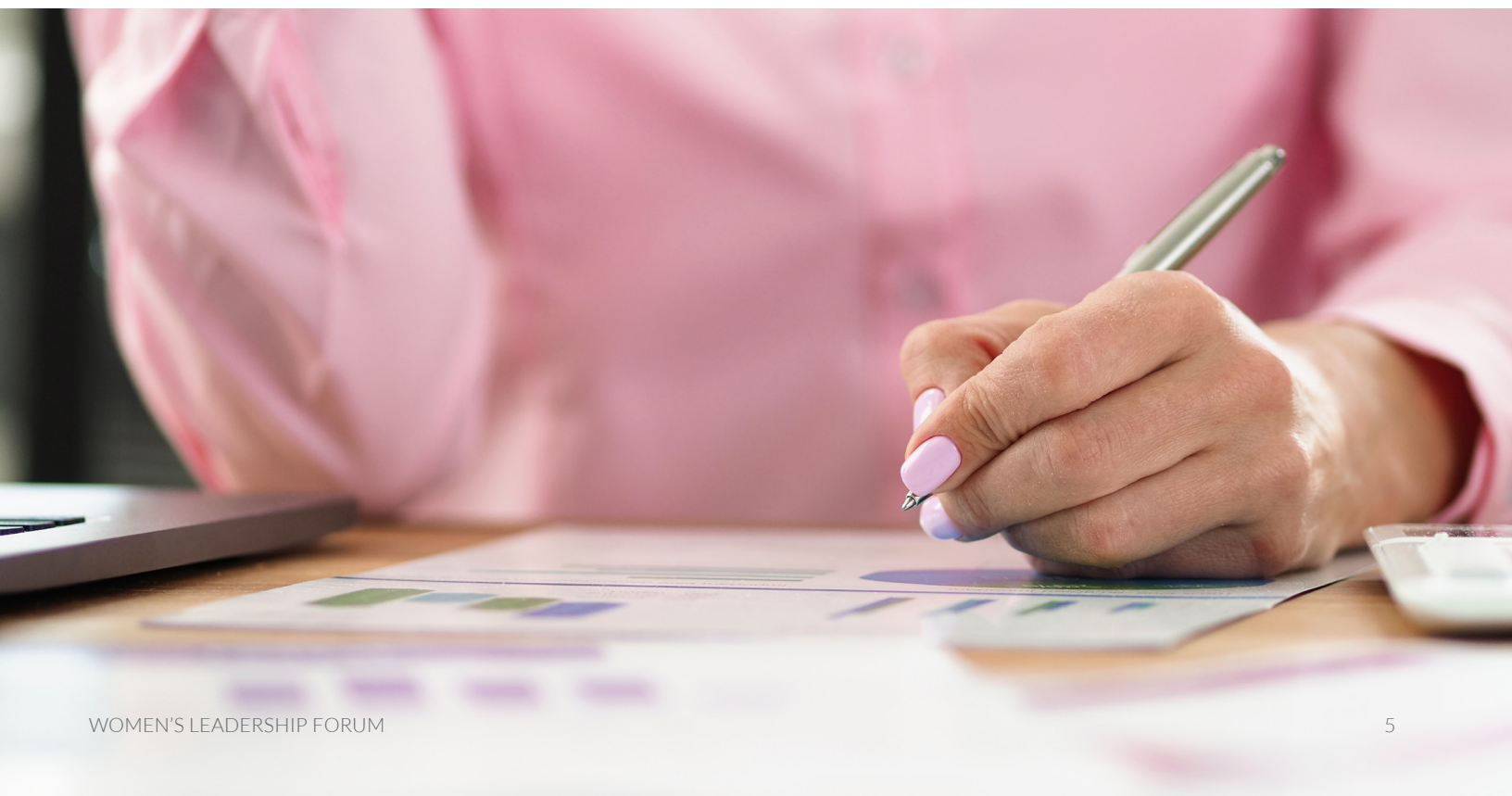
Katten also offers a wide variety of flexible work arrangements to assist with the balance of work and family life. The firm moved to 100 percent remote working during the pandemic, including flexibility for schedules outside of the typical work day to accommodate changed caregiving needs or distanced learning.

Back-Up Care

Katten partners with Bright Horizons, a provider that offers subsidized child and elder care to all attorneys and business professionals in all office locations. The benefit provides greater flexibility and equity to all personnel. Attorneys and business professionals have the option to utilize in-network, child-care facilities of their choice and location or opt to have providers come into their homes. We have a growing number of attorneys and business professionals who have responsibility for their aging parents, so it was important to provide emergency back-up care for the elderly as well. Additionally, should a spouse require someone to care for him or her, or check in on him or her, due to a temporary disability, this benefit provides that flexibility.

Sabbatical

To support the wellbeing of and to reward long-term associates for their loyalty and sustained efforts, Katten offers a paid sabbatical program for all associates with at least five years of tenure with the firm. This sabbatical is intended to allow long-term associates to re-energize themselves without concern about how the sabbatical will affect their careers at the firm. In fact, we encourage associates who qualify for a sabbatical to take the leave offered by this program.



Signature Events



1

WLF Speaker and Program Series

The WLF hosts regular internal events and roundtable sessions to discuss specific issues that affect women in the legal workplace today, including leveraging a professional presence, balancing work and life, how to achieve financial wellness and unleashing the power of personality for more success. Each office hosts an annual client event specifically for women in business and law. The purpose of these events is to network with women clients and colleagues in the local area, showcase our women attorneys and demonstrate the firm's commitment to diversity and women's issues.

2

Business Development Boot Camp

A new six-part series developed to provide practical business development training and support for women in all stages of their careers. Attorneys will leave this program with a deeper understanding of the firm's resources, the practices and people in the firm, and concrete steps that they can take to move their business development activities forward.

3

National Mentoring Panel

Our WLF National Mentoring Panel embodies that concept that women can and should help women by sharing the benefit of their experience and was launched in order to ensure that all of our women attorneys have access to good female role models who are willing to provide guidance on professional development, work-life balance and other issues of concern.

Individual Women Recognitions

**Crain's
New York
Business**
2021 Notable
Women in
Law List

WENDY COHEN

**Working
Mother**
2020 Working
Mother
of the Year

CHERYL CAMIN MURRAY

Crain's
2020 Notable
Women in Law

KIMBERLY SMITH
LAURA KEIDAN MARTIN
LESLIE MINIER

**Top 2020
Women Texas
Super Lawyers**

LISA ATLAS GENECOV
CHERYL CAMIN MURRAY
KENYA WOODRUFF

Why Katten?

Claudine Chen-Young

Partner | Structured Finance and Securitization |
Washington, DC



As a professional woman, what have you been most proud of in your career?

There are not many women in my “Wall Street” finance industry (on the client side or in law firm practice), especially senior women, so I am proud that I was able to achieve partnership in Big Law in my specialized area. Being a female, especially as a woman of color, I have certainly faced challenges that my male colleagues are likely spared from — at conferences, I have been subject to indecent comments by men and once considered to be a server at a cocktail party hosted by my prior firm. But on the whole, it is tremendously rewarding to have survived the testosterone-driven world of structured finance. I am also very proud to be serving as co-chair of the Structured Finance Association’s Women in Securitization Cabinet. In such capacity, I know that I can help influence thoughts and programming for other women in my industry to be elevated and succeed for the long term.

What does International Women’s Day mean to you?

The theme for this year’s International Women’s Day is “women in leadership: achieving an equal future in a COVID-19 world,” and it resonates with me so deeply. My mother was a working woman who served in leadership positions for non-profits and on high-profile company boards. So, I learned from an early age that women make strong leaders, and I learned to be driven and limitless in my own pursuit of the success I could accomplish. I also went to an all-girls’ boarding school, which further shaped my convictions that women are resourceful, smart and strong, that women can (and should be permitted to) soar to excellence in whatever we put our minds to, and that we have a right to equal treatment in the professional world.

How did you know that Katten was the firm for you?

I knew that Katten has a strong reputation for being supportive of gender diversity, especially through participation in the Mansfield Rule. My practice area is also one of the best in the country — I was previously on the other side of deals opposing Katten — so the combination of the prestige of my group and the firm standing behind commitments with respect to the careers of our women attorneys, made Katten very attractive and the right fit for me.

How does Katten stand out as a leader amongst other peer firms when it comes to supporting women?

I moved to Katten from a very large Big Law firm with more than 2,000 attorneys worldwide. I also have previously practiced at a small, boutique law firm with more than 200 attorneys. Katten is the right size, making it is easier to know our colleagues and for women to have access to influencers in the firm who

help to support our careers. Katten also has many women leaders in prestigious positions, which distinguishes us from other firms. I have seen, having been through four other law firms (two of those resulting from multiple mergers), that even if women are elevated to leadership, their roles can often be more administratively heavy positions. I admire that, here, at Katten, we have women serving on powerful committees such as the executive or compensation committees, on the board of the firm, and/or as practice group heads.

How has Katten supported your career goals? Can you provide examples?

I came to Katten as a junior partner, and my group has been very supportive of my development and growth. As I have brought on new clients, my partners have been willing and eager to help with matters. At the firm level, I had frequent meetings as part of my integration with our business-support professionals, where we tried to find specific cross-marketing opportunities. The firm also is supporting my desire to take on more leadership roles — I now serve as co-chair of the Partner Collective on Racial and Ethnic Diversity (PCRED) and, most recently, was selected for an internal sponsorship program focused on the career development of a group of diverse (including gender diverse) partners.

When you think about your personal life, how has Katten supported your wellness?

Katten signed on to the American Bar Association's (ABA) Well-Being Pledge and has had several programs and initiatives geared to improving our attorneys' physical and mental health. Last summer, following the George Floyd murder, our firm gave attorneys the opportunity to take a day off, which allowed our attorneys to participate in social justice marches or other community outreach, or to just have a day of reflection. The commitment to our attorneys' wellness is visible and appears sincere.

Why Katten?

Sarah Ma

Associate | Transactional Tax Planning |
Washington, DC

As a professional woman, what have you been most proud of in your career?

I am most proud of the supportive and strong relationships I have been able to develop in my career, as these relationships have largely enabled me to be the attorney I am today.

What does International Women's Day mean to you?

To me, International Women's Day is a day to celebrate the many achievements and contributions women have made throughout the world, as well as a day to recognize that I am a member of a larger community and so have a duty to continue to call-out and push for change where change is needed.

How did you know that Katten was the firm for you?

The people. I feel very fortunate to be able to work with attorneys who strive for excellence and strong client service, but who also are interested and invested in me as a person.

How does Katten stand out as a leader amongst other peer firms when it comes to supporting women?

Katten stands out in that the firm's top leadership is committed to supporting women attorneys. This commitment is apparent in the firm's openness to hearing ideas on ways Katten can better support and implement policies to allow women to succeed here.

How has Katten supported your career goals? Can you provide examples?

One substantial way in which Katten has supported my career goals has been through individual partners who have personally mentored and supported me. Saul Rudo and Glenn Miller are both extraordinary examples of partners who have consistently provided support and guidance to me while challenging me to take on new opportunities to grow my career.

When you think about your personal life, how has Katten supported your wellness?

On several occasions, I have personally witnessed leaders of our firm step in and support attorneys and staff members who were dealing with personal struggles or losses. It means a lot to me and my sense of wellbeing that the leadership of my workplace consist of people who genuinely want to take care of the workforce and endeavor to do so.



Why Katten?

Lindsey Smith

Associate | Litigation | Charlotte

As a professional woman, what have you been most proud of in your career?

I am most proud of the confidence and growth I have gained within my practice. Thinking back to my years as a junior associate, I can appreciate the increasing complexity of my cases, the independence with which I handle matters now, and the competence I feel in my day-to-day practice. I am aware of and thankful for that which may have seemed unattainable in the early stage of my career and which has now become a routine part of my practice. This makes the challenges I face today that much more rewarding and keeps me excited about where I'm going in my career.



What does International Women's Day mean to you?

For me, International Women's Day is a reminder to reflect on the challenges women have overcome to achieve equality with respect to fundamental rights, workplace opportunities and treatment in society. I think it is important to find gratitude in those opportunities that have become commonplace that we might take for granted now, but would not exist without the persistent efforts of so many who came before us. Then, in looking to the future at what we have yet to achieve, I like to think about how I can contribute to bringing about further changes, which will hopefully one day seem commonplace to my daughter and those who come after us.

How did you know that Katten was the firm for you?

I came to Katten looking for new challenges in my career but also knowing that I would need flexibility and support in order to handle the demands of a busy practice and young children at home. I hoped to gain experience in a broad range of subject matters and work with attorneys and clients in a variety of industries and different parts of the country. Katten has delivered on all fronts and has exceeded all of my early expectations. I enjoy the relationships and friendships I have developed through my work at Katten more than I could have imagined. As I am now in my fifth year with the firm, it is nice to reflect on the progress I have made and the opportunities I have been given since first starting. Subject matters that felt foreign and goals that seemed unattainable are now more routine and manageable, priming me to take on new and more complex challenges in the future. I am sincerely grateful for the opportunities I have been given at Katten and the mentors and colleagues who have assisted me along the way.

How does Katten stand out as a leader amongst other peer firms when it comes to supporting women?

Katten goes further than vocalizing its support for women in their careers — the firm actively works to provide women with the tools they need to be successful. Specifically, Katten offers mentorship to women, training programs designed particularly to assist women in achieving their career goals, and flexibility and workplace accommodations for women with personal and family needs.

How has Katten supported your career goals? Can you provide examples?

When joining Katten, I expressed that I wanted to gain experience in a broad range of subject matters and work with clients in different industries. As I begin my fifth year, I can certainly say that I have developed a strong practice dealing with a wide range of subject matters, and I enjoy working with clients and colleagues in a variety of fields. In particular, Katten has supported me in building client relationships with both large commercial clients and financial institutions and also with individuals and family-run businesses, each with unique needs and requiring a specialized approach to client service. Most recently, my colleagues nominated me to participate in a client's diversity training program, which is designed to provide increased opportunities for attorneys who are members of gender, ethnic and racial minority groups, and other individuals with diverse backgrounds. By participating in this program, I hope to cultivate new relationships with our institutional client and enhance my knowledge of their business to better serve their needs as outside counsel.

When you think about your personal life, how has Katten supported your wellness?

Before the COVID-19 pandemic, I felt supported by Katten in my personal life, and that is especially true now. I joined knowing that I needed flexibility in my workday to meet the demands of my family life. My children were one and three when I first joined Katten, and I knew I would need support to juggle sick days, extracurricular activities and school closings. As they grow older, my children's schedules require more flexibility from me, and I am grateful that the firm has supported me so that I can be successful in my career while also providing my children with the attention and opportunities I want to give them. Being present for my family is central to my wellness, and I could not be successful in my professional or personal life without a supportive employer in this area.

Why Katten?

Kenya Woodruff

Partner | Health Care | Dallas

As a professional woman, what have you been most proud of in your career?

I have been proud of the opportunities to develop a practice in which I can mentor female attorneys and attorneys of color. I truly enjoy my practice, but it is made all the better by investing in those who will carry on in the profession long after I retire.

What does International Women's Day mean to you?

International Women's Day is an opportunity to acknowledge and appreciate the accomplishments of women across the world. And we would be remiss not to include an acknowledgement of the women who paved the way for so many of us in the United States to vote, hold office, run companies and have thriving legal careers. Additionally, women continue to be vital parts of their communities, churches and families. Women have navigated so many challenges and obstacles that it can sometimes be taken as a given, but, on this day, we pause to reflect on and be inspired by their strength and vision.

How did you know that Katten was the firm for you?

I came to Katten as a lateral partner and, after considering several firms, it was evident to me that the leadership of the firm was committed to the continued growth of the firm as a whole, but also understood that the firm's success was inextricably tied to the success of its individual attorneys. Katten's leadership is examining the people and processes of the firm to help ensure that everyone has an equitable opportunity at success. Knowing that these issues are complex, they have requested and engaged in open dialogue with attorneys and staff at all levels that will continue to inform the firm's efforts in this area.

How does Katten stand out as a leader amongst other peer firms when it comes to supporting women?

Katten is taking a specific and individual approach in assessing, supporting and promoting women at the firm. We, of course, have broad-based training, events and efforts. But we see the real opportunities being created when we can focus on women's individual career opportunities.

How has Katten supported your career goals? Can you provide examples?

Katten has supported my career goals by giving me leadership opportunities within the firm, such as serving on the general counsel team, being a privacy officer for the firm and chairing the Women's Leadership Forum. These positions have given me a better understanding of the firm and its administrative activities, so that I have a better grasp of the operational and financial matters that drive



the Katten's success. This understanding makes me a better attorney and enables me to explain to others how these matters affect their careers.

When you think about your personal life, how has Katten supported your wellness?

I have enjoyed Katten's well-being initiatives. They are a reminder to me to take time to see the big picture of my life and career. The tips that I have learned in the sessions have enabled me to manage my time and energy in a way that is beneficial for me, my career and my family.

Katten

www.katten.com

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