

CARVE YOUR PATH

WOMEN'S INITIATIVES AT SKADDEN

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

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

Who run the world? – BEYONCÉ

Skadden

Leading by Example

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

**Women in Law
Empowerment
Forum Gold Standard
Certification for the
12th consecutive year**

**2023
Seramount
Best Law Firms
for Women**

By the Numbers

27%

OF THE FIRM'S
PARTNERS

Nearly **40%** of our
new partner classes since
2019 were women

**Women at
Skadden**



35%

OF OUR POLICY
COMMITTEE MEMBERS

45%

OF ASSOCIATES AND COUNSEL

**21 women
are practice or
office leaders**

59% OF THE 2023
SUMMER CLASS

SKADDEN WOMEN
PARTNERS LED

\$270+

BILLION IN M&A DEALS
AND SECURED FAVORABLE
OUTCOMES IN MORE
THAN 58 LITIGATION
MATTERS IN 2022

About **2/3** of current
Women's Leadership
Forum alumnae advanced
to a higher position

Global Women's Initiatives Committee

Our Global Women's Initiatives Committee recommends, implements and monitors policies and programs supporting women attorneys across the firm. The committee helps the firm attract and retain women attorneys at all levels, enhance Skadden's leadership standing in the legal community and deepen client relationships.

SKADDEN PARTNERS ON OUR GLOBAL WOMEN'S INITIATIVES COMMITTEE

Kady Ashley

Washington, D.C.
Committee Co-Chair

Gretchen Wolf

Chicago
Committee Co-Chair

James Anderson

London

Anita Bandy

Washington, D.C.

Katja Butler

London

Tracy Chenoweth

New York

Maya Florence

Boston

Amy Heller

New York

Seth Jacobson

Chicago

Janine Jjing

New York

Ani Kusheva

London

Lisa Laukitis

New York

Michael Leiter

Washington, D.C.

Virginia Milstead

Los Angeles

Sonia Nijjar

Palo Alto

Jenness Parker

Wilmington

Amr Razzak

Palo Alto

Sarah Beth Rizzo

Chicago

Meredith Slawe

New York

Ann Beth Stebbins

New York

Neil Stronski

New York

Ingrid Vandenborre

Brussels



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

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

OUR OFFERINGS INCLUDE:

Domestic Partner Health Benefits (where applicable)

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

Financial Seminars

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

Firm-Provided Technology

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

Fitness and Health Clubs

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

Flexible Return Months

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

Parent Peer Groups

The firm hosts virtual meetups for new parents with infants born in the same time period to connect, share challenges, exchange advice on navigating new parenthood and learn from a child development specialist.

Parental Leave Resources

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

Pregnancy and Postpartum Support Program

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

Corporate Concierge

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

OUR OFFERINGS (CONT'D):

Mental Health & Well-Being Platform

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

Mindful Return

The firm offers an online program for new/expecting Skadden parents designed for community building, assistance through transition and child care resources. Additional courses focus on babies and toddlers with special needs, and “experienced” parents who are beyond the parental leave phase of their lives.

Parental Leave

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

Reduced-Hours Program

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

Sidebar

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

Enhanced Family-Forming Benefits

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

Lactation Rooms

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

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

OUR AFFINITY NETWORKS

Asian Pacific Islander (API)

Black Lawyers for Diversity (BLD)

Latinx

LGBTQ+

FAM (Parents)

First Gen

Middle Eastern and
North African (MENA)

SkadVets (Veterans)

South Asian

Women

Our women's affinity networks support the engagement and development of women attorneys.



Skadden hosts numerous events and programs throughout the year across our offices to engage and support our women attorneys and clients.

SIGNATURE PROGRAMS

Leadership Forum

A series of workshops, individualized leadership coaching and opportunities to build a strong internal network of peers. Each workshop delivers practical strategies that help participants maximize key skills, behaviors and attitudes required to excel.

Midlevel Associates Programming

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

Career Sponsorship Program

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

OTHER RECENT PROGRAMS AND EVENTS INCLUDE:

PROFESSIONAL DEVELOPMENT

Discovering Your Leadership Presence

Communicating with impact expert leadership coach Susan Dunlap provided practical strategies to develop and amplify your authentic voice in both virtual and in-person settings.

Women in Leadership

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

ISSUES OF GENDER EQUALITY

Women’s March on Washington Panel

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

A Conversation With Glennon Doyle

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

TIMELY TOPICS

Digital Technology and the Impact on Leadership

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

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

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

ARTS & CULTURE

The Trailblazing Legacy of RBG

A discussion about the legacy of Ruth Bader Ginsburg and ongoing efforts to secure equal rights for women and other marginalized groups featuring Tina Tchen from TIME’S UP Now and professor Carolyn Shapiro from Chicago-Kent College of Law.

Reception and Sinfonietta Concert

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

A Conversation With Anna Malaika Tubbs

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

NETWORKING

Mastering the Wine List

An evening of conversation and wine tasting in Houston, Texas, with some of the city’s top sommeliers.

Women in Power Cocktail Reception

A networking reception in São Paulo featuring Danielle Bibas, global chief creative and content officer at Avon.

HEALTH & WELLNESS

Health Care, Law & Politics: A Discussion on Today’s Most Challenging Issues

A discussion with Cecile Richards, former president of Planned Parenthood Federation of America, and *Wall Street Journal* law bureau chief Ashby Jones.

Stretch Your Limits

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

Legal Trailblazers

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

Notable Leaders, Litigators and Dealmakers

**Heather Cruz, Janine Jjingo, Do Kim,
Marcie Lape, Paola Lozano, Virginia Milstead,
Nancy Olson, Sarah Beth Rizzo, Amy Van Gelder**
*Crain's New York Business /
Crain's Chicago Business /
Los Angeles Business Journal*

Top Dealmakers

**Nesa Amamoo, Elena Coyle, June Dipchand,
Haiping Li, Sonia Nijjar, Allison Schneirov, Audrey Sokoloff**
*The Deal / Daily Journal /
Asian Legal Business / New York Law Journal*

Rising Stars

**Lara Flath,
Brett Fleisher,
Do Kim,
Annie Villanueva Jeffers**
*Bloomberg Law /
Business Insider /
New York Law Journal /
Law360 /
Daily Journal*

Lawyers of the Year

**Julie Bédard, Allison Brown, Lisa Laukitis,
Haiping Li, Ingrid Vandenborre**
*American Lawyer / China Law & Practice /
Global Competition Review /
Latin Lawyer / Turnarounds & Workouts*

Up & Coming Counsel and Associates

**Jacqueline Arena, Eva Chan, Caroline Kim, Sarah Knapp,
Emily Prezioso Walsh, Sarah Runnells Martin,
Ida Nowaid, Shelisa Thomas, Martina To**
*American Lawyer / Euromoney Expert Guides /
Hong Kong Business / Law.com International / Law360 /
Los Angeles Business Journal / National Law Journal*

Top Lawyers in Latin America

**Julie Bédard,
Jennifer Permeslo,
Paola Lozano**
Latinvex

Why Skadden?

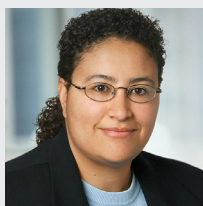
Women Leaders Share What Led Them to a Career at Skadden



JENNIFER BRAGG

Head of Washington, D.C. Litigation Practice

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



JESSICA HOUGH

Tax / Head of Washington, D.C. Office

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



EMILY LAM

Tax / Head of Palo Alto Office

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

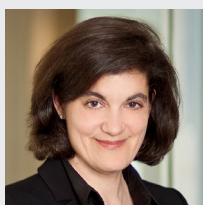
WHY SKADDEN?



ALLISON SCHNEIROV

Head of New York M&A/Corporate Group

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



AUDREY SOKOLOFF

Real Estate / Global Co-Head of Transactions Practices

One of the qualities I most appreciate about Skadden is that it values and fosters diversity. I experienced this first-hand when I joined as an associate with a 4-year-old daughter. **Skadden provided me every opportunity for professional development and advancement.** Today, as one of the co-heads of our global transactions group, I'm all the more proud of the formal programs we've put into place to support our women attorneys, such as our Leadership Forum and Midlevel Associates Conference. The firm works hard to recruit and retain diverse talent because we recognize that the broader the range of backgrounds, perspectives and experiences we bring to the table, the better we're going to be able to serve our clients.



INGRID VANDENBORRE

Antitrust/Competition / Head of Brussels Office

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

CAREER YOUR PATH

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

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AVITAL TAMIR

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