

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

True community is based upon equality, mutuality and reciprocity. It affirms the richness of individual diversity as well as the common human ties that bind us together. – PAULI MURRAY

Who run the world? – BEYONCÉ

WOMEN'S INITIATIVES AT SKADDEN

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 tenth consecutive year
- 2020 Diversity & Flexibility Alliance recognition for 'Tipping the Scales' toward gender parity
- 2021 Seramount Best Law Firms for Women

24%

OF THE FIRM'S
PARTNERS

**Over a third of
our 2021 partner
class is women**

**Women at
Skadden**



37%

OF OUR POLICY
COMMITTEE MEMBERS

44%

OF ASSOCIATES
AND COUNSEL

**22 women
are practice or
office leaders**

50%

OF THE 2021
SUMMER CLASS

32%

OF OUR 2020 LITIGATION
AND M&A MATTERS WERE
WOMEN-LED

**Over 50%
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 the continued development and advancement of women attorneys across the firm. The committee helps the firm attract and develop a pipeline of 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

Jennifer Bragg

Washington, D.C.

Katja Butler

London

Tracy Chenoweth

New York

Kristine Dunn

Los Angeles

David Edwards

London

Maya Florence

Boston

Amy Heller

New York

Seth Jacobson

Chicago

Janine Jjingo

New York

Lisa Laukitis

New York

Michael Leiter

Washington, D.C.

Lynn McGovern

Chicago

Sonia Nijjar

Palo Alto

Jenness Parker

Wilmington

Amr Razzak

Palo Alto

Noelle Reed

Houston

Ann Beth Stebbins

New York

Neil Stronski

New York

Ingrid Vandendorre

Brussels



Our policies and programs help to create an inclusive environment 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.

In 2020, we enhanced the scope of our well-being offerings in real-time to increase availability and visibility, with particular focus on supporting mental health and physical well-being during the global health pandemic.

OUR OFFERINGS INCLUDE:

Caregiver Support

The firm offers back-up child and adult care for those occasions when regular care arrangements are disrupted. In response to the unique demands placed on caregivers during the COVID-19 pandemic, the firm added offerings related to child care, education and work schedules to support their specific needs.

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 membership 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.

LifeWorks

The firm's 24-hour, free and confidential resource/referral program provides contacts, information and practical solutions for a multitude of personal issues, from coping with a family problem to finding a pet sitter.

Mindful Return

The firm offers an online program for new/expecting Skadden parents designed for community-building, assistance through transition and childcare resources. A second course focuses on babies and toddlers with special needs.

Nursing Accommodations

In an effort to make the adjustment back to work easier, firm offices have private rooms available for nursing mothers.

Parental Leave

We offer generous leave policies for new parents across our offices. For example, our policy in the U.S. provides up to 12 weeks of paid leave for parents welcoming a child through birth, adoption or foster care placement. In addition, birth mothers continue to be eligible for six to eight weeks of disability.

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.

Affinity networks serve as a vehicle through which we are able to provide leadership opportunities, professional development tools and community-building experiences for associates and counsel.

OUR AFFINITY NETWORKS

Asian Pacific Islander (API)

Black Lawyers for Diversity (BLD)

Latinx

LGBTQ+

FAM (Parents)

Middle Eastern and
North African (MENA)

SkadVets (Military Veterans)

South Asian

Women

The majority of our offices have established a women's affinity network to promote the recruitment, retention, development and advancement 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

Women's Leadership Forum

A six-month 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 progress further.

Women Midlevel Associates Conference

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 diverse 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

Skadden co-hosted a conversation on leadership and authenticity led by expert leadership coach Susan Dunlap.

Women in Leadership

The firm co-hosted the “Women in Leadership — Achieving More Together” event for 150 women, representing over 30 banks and investment firms, featuring 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

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

NETWORKING

Mastering the Wine List

An evening of conversation and 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.

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 Lindsay Peoples Wagner

A discussion with editor-in-chief of *The Cut* about her career path and how she seeks to encourage and empower women.

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.

TIMELY TOPICS

Digital Technology and the Impact on Leadership

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

Supporting Working Parents During COVID-19

A discussion about practical strategies for time management and self-care.

Women of Influence Hall of Fame

Audrey Sokoloff
Real Estate Forum

Dealmakers of the Year

Sonia Nijjar, Ann Beth Stebbins
The American Lawyer

Top Women in Dealmaking

Michelle Gasaway, Lisa Laukitis, Allison Schneirov
The Deal

Top Women Lawyers

**Emily Lam,
Michelle Gasaway**
Daily Journal

Most Women MVPs

(tied with one other firm)
Alli Brown, Jessica Hough, Vered Rabia, Erica Schohn
Law360

Lawyers of the Year

Colleen Mahoney, Noelle Reed
Best Lawyers in America

Latin America's Top 100 Female Lawyers

**Julie Bédard, Andrea Nicolás,
Jennifer Permesly, Paola Lozano**
Latinvex

European Women in Business Law

Katja Butler
Euromoney LMG

Law Firm Leader of the Year

Julie Gao
The Asian Lawyer

Notable Women in Law

**Lauren Aguiar, Kim deBeers, Marie Gibson,
Sally Thurston, Gretchen Wolf**
Crain's New York and Chicago Business

Why Skadden?

Eight Women Partners 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 12 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 25 years, I learn new things and figure out new approaches almost every day.

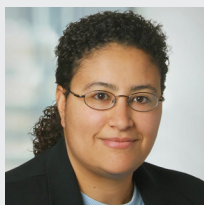


JULIE GAO

Corporate / Head of China Practice

With our strong global platform and deep footprint in Asia, Skadden is a perfect fit for clients that aspire to expand into international markets. We were among the first international law firms in China — our Hong Kong office is about to turn 30. **And our global footprint and “one firm” culture enable us to counsel clients wherever their needs arise.** A China-based tech company I advise, for example, currently has ongoing transactional needs in Asia and Europe; intellectual property and regulatory matters in the U.S.; and employment benefits needs around the world. For just this one client, we have attorneys from numerous jurisdictions, time zones and practice areas working concurrently, providing the kind of service and teamwork that brought me to Skadden in the first place.

WHY SKADDEN?



JESSICA HOUGH

Tax / Head of Washington, D.C. Office

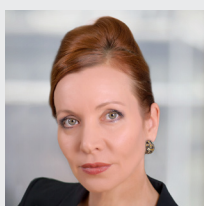
After two decades at Skadden, I am still drawn to the firm's culture of collaboration. When I was a summer associate, I split my time between Skadden D.C. and a different firm in Chicago. I liked both firms, but **I ultimately chose Skadden because of the way attorneys worked together.** At the other 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.



KARYL NAIRN

Global Co-Head of International Litigation and Arbitration Group

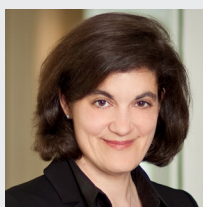
The thing that I still love most about Skadden is that **we don't just want to be in the room, we're committed to being the best in the room.** I joined Skadden in 2003, shortly after the launch of the international arbitration practice in London. There was a very small team back then — just five lawyers, led by Paul Mitchard. Most other firms at that time had carved their international arbitration groups out of their existing litigation practices, but we decided to build our team from the ground up with true specialists. We recruited the top talent at every level of the field, from junior associates to seasoned partners. Building the group this way was a leap of faith, but we believed that was the most effective route to becoming the leaders in the market. International arbitration can be very different from domestic litigation. It requires a sensitivity to the cultural norms of different jurisdictions and the ability to find solutions across different legal systems, whether based on common law or civil law traditions. We now have 32 arbitration lawyers in London and are ranked in tier one by *Chambers* and the *Legal 500*. We are an integral part of the firm's powerful global disputes team, delivering arbitration expertise worldwide.



ALLISON SCHNEIROV

Head of New York M&A/Corporate Group

When I joined the firm 28 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 sponsor and assist our women attorneys, such as our Women's Leadership Forum and Women 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 VANDENDORPE

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.

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

MELIQUE JONES

Director / Talent Pipeline, Diversity, Equity and Inclusion
melique.jones@skadden.com

AVITAL TAMIR

Assistant Director / Women's Initiatives
avital.tamir@skadden.com

CAREER
YOUR
PATH