

FIRST CHAIR
EQUAL PAY SUMMIT
Advancing the Equal Pay Equation for the Legal Industry

**BAKER
DONELSON**

Check Out Our Stats!

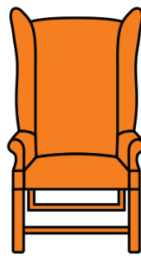
- 287 women attorneys and public policy advisors
- 55% of Firm's FY19 shareholder class are women
- 18 Women's Initiative Office Leaders
- 17 Women's Initiative Committee Chairs
- 16 weeks of gender neutral parental leave
- 10 women in the Women to Equity Program
- 6 fantastic firmwide programs per year
- 5 top Women's Initiatives in the country by Chambers
- 4 consecutive years of WILEF Gold Standard Certification
- 3 issues of the widely read Strive newsletter per year
- 1 national award winning Baker Donelson Women's Initiative

WOW!

Join the conversation @EqualPaySummit #EqualPaySummit

WOMEN'S INITIATIVE

FY19 PLAN



FIRST CHAIR
EQUAL PAY SUMMIT
Advancing the Equal Pay Equation for the Legal Industry

**BAKER
DONELSON**

COMMITTEES

ABA LIAISON
ALUMNI COMMITTEE LIAISON
COMMUNICATIONS COMMITTEE
FEMALE RETENTION
MARKETING COMMITTEE
MENTOR PROGRAM
PARENTAL LEAVE
PATHWAYS TO LEADERSHIP
PROGRAMMING AND BAKERREADS
RANKINGS AND CREDENTIALING
ADVISORY COMMITTEE
OFFICE LEADERS

MISSION STATEMENT



Christy Crider
Nashville, Chair of Women's Initiative

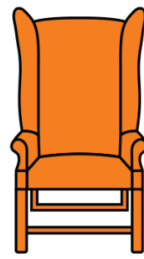
The Baker Donelson Women's Initiative is committed to creating an environment where female attorneys thrive, increasing the Firm's ability to provide unparalleled client service.

Mission Statement: Baker Donelson formed the Women's Initiative to:

- Substantially improve the recruitment and retention of women attorneys;
- Increase the representation of women in leadership positions at the Firm and the communities we serve;
- Heed the call of our clients to provide a more diversified attorney team; and
- Improve career development for its women attorneys, thereby enhancing the economic viability of the Firm

Join the conversation @EqualPaySummit #EqualPaySummit

Women to Equity



FIRST CHAIR EQUAL PAY SUMMIT *Advancing the Equal Pay Equation for the Legal Industry*

BAKER DONELSON



CC Carletos-Drayton

Real Estate

Memphis, TN

Accountability Partner: Claire Haltom

Mentor: Jennifer Keller



Claire Haltom

Health Law

Nashville, TN

Accountability Partner: CC Drayton

Mentor: Jennifer Keller



Dena Sokolow

Labor & Employment

Tallahassee, FL

Accountability Partner: Amy Elder

Mentor: Jackie Prester



Katie Dysart

Consumer Financial Litigation and Compliance

New Orleans, LA

Accountability Partner: Joy Longnecker

Mentor: Kristine Roberts



Joy Longnecker

Government Enforcement and Investigations

Nashville, TN

Accountability Partner: Katie Dysart

Mentor: Kristine Roberts



Ashley Strittmatter

Government Enforcement and Investigations

Knoxville, TN

Accountability Partner: Layna Rush

Mentor: Angie Davis



Amy Elder

Commercial Transactions and Business Counseling

Jackson, MS

Accountability Partner: Dena Sokolow

Mentor: Jackie Prester



Kathlyn Perez

Business Litigation

New Orleans, LA

Accountability Partner: Wendy Ellard

Mentor: Julie Kass



Wendy Ellard

Government Relations and Public Policy

Jackson, MS

Accountability Partner: Kathlyn Perez

Mentor: Julie Kass



Layna Rush

Health Law

Baton Rouge, LA

Accountability Partner: Ashley Strittmatter

Mentor: Angie Davis

BAKER RAIN LIAISONS



Caldwell Collins

Baker Rain Liaison

Health Law

Nashville, TN



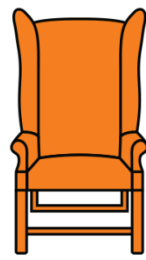
Sarah-Nell Walsh

Baker Rain Liaison

Business Litigation

Atlanta, GA

Join the conversation @EqualPaySummit #EqualPaySummit



FIRST CHAIR
EQUAL PAY SUMMIT
Advancing the Equal Pay Equation for the Legal Industry

**BAKER
DONELSON**

Women to Equity Mentors



Jennifer Keller



Jackie Prester



Angie Davis



Kristine Roberts

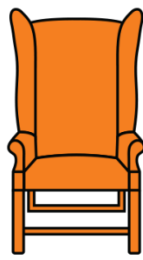


Julie Kass



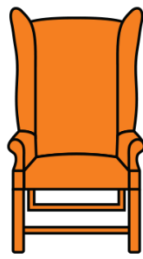
Jill Steinberg

Join the conversation @EqualPaySummit #EqualPaySummit



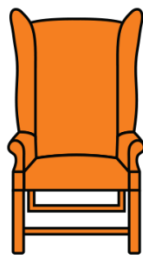
Women to Equity Programs

- **Building a Great Business Development Plan (March 2018)**
 - Presenter: Steve Griffith
 - "Having a Business Development Plan helps me stay focused on my business goals and evaluate my progress. I'm always reminded by Steve's wisdom that the plan will keep changing as we move forward and that's totally okay"
- **Understanding Financial Metrics (April 2018)**
 - Presenter: David Gevertz
 - "This program provided much needed insight regarding how to increase profitability for the firm and individually."
- **Building and Maintaining High Performing Teams (May 2018)**
 - Presenters: Jennifer Cooper and Tim Lupinacci
 - "...This presentation helped me identify some ways that I can improve my communications with members on my team."



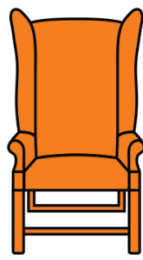
Women to Equity Programs

- **Top 10 Practical Tips to Build A Big Book** (June 2018)
 - Presenter: Linda Finley
 - "Linda is phenomenal and has a proven track record of success so I'm mindful to apply her tips daily as much as possible."
- **Building an Amazing Bio** (July 2018)
 - Presenter: Jill Steinberg
 - "I listened to Jill and landed two major clients by tightening up my bio."
- **Maximizing Conferences** (August 2018)
 - Presenter: Christy Crider and Rusty Gray
 - "Excellent suggestions for making the best marketing use of conference time, rather than just a resource for CLE."



Women to Equity Programs

- **Mid-Year Financial Review** (September 2018)
 - Presenter: Angie Davis
 - "Having the mid-year review was great as it helped me to really gauge my current performance."
- **Navigating Credit Issues** (October 2018)
 - Presenters: Jennifer Keller & Keith Andress
 - "Credit Issues tend to breed sensitive and sometimes very intense discussions. Jennifer and Keith did a great job of equipping us on how to address these issues."
- **The Art of the Client Gift** (November 2018)
 - Presenters: Christy Crider and Tonya Grindon
 - "I'm forever changed by the impact a small gift can have on a client relationship."



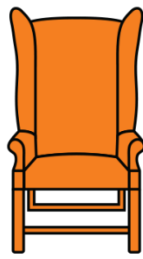
FIRST CHAIR
EQUAL PAY SUMMIT
Advancing the Equal Pay Equation for the Legal Industry

**BAKER
DONELSON**

Women to Equity Programs

- **The Art of Billing** (December 2018)
 - Presenter: Jenna Bedsole and Rusty Gray
 - "Picked up some useful narratives that I have started implementing in my billing"
- **Reports on Progress of Accountability Partners** (January 2019)
 - Presenter: Christy Crider
 - "It was great to share the progress made by our accountability partners...I believe we will all perform better in FY20 based on our progress reports."

Join the conversation @EqualPaySummit #EqualPaySummit



Women to Equity

Increased numbers in one year as follows:

- Client Visits
 - **43** more client visits in FY19, increasing their total client visits from **22** in FY18 to **65** in FY19
- Financial Goals
 - Client Attorney: Increased by **\$906,000**
 - Originating Attorney: Increased by **\$893,000**