Welcome to the heart and heat of the summer: July. Not much of consequence happens in July (they don’t call them the lazy, hazy days of summer for nothing)—except, of course, July 4th festivities. We wish our country a happy birthday, complete with flashy firework displays and family and friends at beaches and backyards, from sea to shining sea, along with the typical “American fare” of hot dogs, hamburgers and apple pie. In that auspicious July of 1776 our founding fathers signed on to the principle upon which our country was built: “We hold these truths to be self-evident, that all men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the pursuit of Happiness.”

And yet it took another 186 years, with the passage of Title IX in 1972, for women and girls to have “equal” rights, recognition and opportunity to participate and succeed in scholastic and collegiate sports. This July we celebrate the 40th anniversary of that historic and game-changing legislation. The impact of Title IX for women athletes is hard to quantify, but in the absence of Title IX it is unlikely that the United States would be sending more female athletes than male athletes to the Olympics for the first time in history this month. Thus, we have multiple reasons to celebrate—pride in our country, the advancement of women as equal under the law, and what we hope will be the success of our many athletes that have trained so hard to proudly represent the United States at the 2012 Summer Olympic Games in London.

Here at Women in the kNOW this July we have chosen to shine our spotlight on women who exemplify these ideals. Our partner Penny Taylor is an accomplished triathlete. Our partner Maria Zacharakis emigrated from Greece as a college student and is living the American Dream as a successful lawyer, scientist and mother. And the “woman we admire,” Beverly Neufeld, President of the New York Women’s Agenda, whose current mission is equal pay for women—because 226 years after that first 4th of July, equality in all things still eludes us is leading the change. But as Billie Jean King said: “No one changes the world who isn’t obsessed.” Consider us obsessed.

FOCUS ON OUR WOMEN IN LEADERSHIP

Meet Penelope M. Taylor
Partner, Newark

Taking it to the limit. A daily drive for distinction. A thirst for competition. Becoming exceptional at multiple disciplines. Establishing long-term goals. Success as the only option. These characteristics that Penny Taylor illustrates every day as a triathlete as she trains to compete in a half-Ironman and as Partner at McCarter & English. Some days it is hard to distinguish which takes more grit and determination—but Penny has demonstrated that she has enough of each characteristic to succeed at both endeavors. The half-Ironman, an event that many would consider extreme, consists of swimming 1.2 miles and then biking 56 miles—all as a mere prelude to running a half-marathon of 13.1 miles. As a partner in a large law firm and a single mother of two girls, these are also features that describe how Penny approaches all facets of life, and how she forged a career path to become a top-notch trial attorney in the firm’s Business and Financial Services Litigation Practice Group.

Penny’s dedication to excellence dates back to receiving her B.A. from the University of Pennsylvania summa cum laude and her J.D. cum laude from Villanova University School of Law, where she was an editor of the Villanova Law

Meet Maria Laccotripe Zacharakis, Ph.D.
Partner, Boston

When Maria Laccotripe Zacharakis arrived in Boston from Cyprus at the age of seventeen to go to college, she was not expecting that she would still be in the United States twenty-five years later. But as Maria, a partner in the Intellectual Property Group at McCarter with 15 years’ experience as a patent lawyer, knows—sometimes following your heart and taking the proverbial fork in the road leads you to exactly where you are supposed to be.

Maria grew up on the island of Cyprus in the Mediterranean Sea and is one of six children, including a twin brother. An extremely strong, dynamic and compassionate mother defined Maria’s psyche. Maria still remembers her mother’s words: “Don’t let anyone or anything stop you. Take life in your capable hands and pray to God for strength.” A straight-A student and talented athlete in both basketball and track, Maria was awarded a Fulbright Scholarship to study at Boston University. Maria excelled at Boston University, completing both her B.A. and M.A. in Biology and Biotechnology magna cum laude in four years. However, not yet content to end her science education, Maria subsequently obtained her Ph.D. in Biochemistry from the Boston University School of Medicine.

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Review. After two years at Kelley, Drye, and Warren in New York City, Penny arrived at McCarter & English in 1989 and has distinguished herself ever since. Although she is experienced and adept at handling all types of complex commercial litigation, Penny primarily represents financial services companies. Similar to training and becoming a triathlete, Penny believes that the only way to become a truly effective litigator is by litigating and by availing yourself of any opportunity to engage in every aspect of the litigation process. Penny says that as much trial experience as possible under your belt “helps you to hone in on what to focus on at depositions and what your strategy should be throughout litigation.” Just as it is necessary to set long-term goals when training your body to compete in the combination biking-swimming-running endurance event, so is it necessary “to set an end goal while litigating a case. What is the best result to achieve for the client? What is the most effective and cost-effective means of getting to that result? What do I look for in discovery, what questions do I ask at depositions that will best get me to that end result?”

Often Penny’s passion to compete is a benefit to building her practice. Training for a triathlon often involves group training sessions with other triathletes. Such training sessions are “great for networking and practicing how to self-promote in a safe environment.” Penny understands that being a successful business developer involves networking in places and among people who share similar interests. Penny also helped found a cycling group called “On Your Left” that has helped her pursue both work/life endeavors. But equally important, Penny believes that you cannot be first-rate at your work if your work is all you are.

Penny grew up observing just how important self-confidence and self-promotion are. When her father died, Penny’s mother took over his insurance adjustment firm. Having a working mother as a role model “makes a difference in how you conduct yourself. One of the major issues holding women back is a lack of self-promotion. Growing up, I saw firsthand the importance of networking. Just don’t sit and grind away. You have to self-promote and enjoy the ride.”

Penny tries to be the same type of positive role model to her two daughters, ages 18 and 14, as her mother was for her. Her girls see her working hard to excel at everything she does, from attending every school function and juggling her schedule to participating in important events with her kids to long nights preparing for trial and from attending networking events to pushing her body while training for competitions. Penny says, “I want them to have the benefit of the experience I gained. Whatever they decide to dedicate themselves to, I want them to understand they have the power to achieve success.”

Sometimes it works in reverse, as she has been inspired by her children. While Penny tries to be a positive role model for her kids, her younger daughter has been a positive influence on Penny’s choice of pro bono work. Allie, who has learning disabilities and an individual education plan, inspired Penny to become proficient in special education law. As a result, Penny has helped children in special education programs receive the accommodations to which they are entitled—and unfortunately do not always receive without a strong advocate. Penny has become one such advocate. Most significantly, Penny represented an eight-year-old Orange, New Jersey student who suffered from cerebral palsy. After negotiations and meetings, Penny was able to convince the school district to modify the little girl’s individual education plan to provide for out-of-district placement and a $10,000 communicative device so that she would get the education she needs and will be able to better communicate with her teachers, parents, and others.

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During her many years of education, Maria determined that although she was very interested in science, a life at the lab bench doing research was not for her. Maria believes that “anything that you do in life, you need to do with passion,” so spending her life doing work that she was not passionate about was not an option. The question Maria faced was how to remain in science while stepping away from the research bench.

Through a friend, Maria learned about opportunities for scientists in intellectual property law. Although Maria had never contemplated a legal career, this path seemed an ideal way for her to remain on the cutting edge of the science world she loved without having to stay tethered to a research bench. And so Maria took a left turn at the fork in the road and hasn’t looked back. While still in graduate school, Maria was offered a position as a technical specialist at a boutique IP law firm in Boston, Lahive & Cockfield, where she would spend her days working in patent law and her nights in law school. No stranger to long hours of study and hard work, Maria embraced the opportunity. Continuing her string of high academic achievement, four years later in 2001, Maria graduated with her J.D. from Suffolk University Law School with a High Technology Law Concentration with Distinction. Maria has continued her success, being selected as a Massachusetts Rising Star for 2006-2009 and 2011-2012.

In 2009, Maria joined McCarter & English LLP, with a number of her colleagues from the boutique firm. She feels very fortunate to be part of the McCarter family and also to truly love what she does at work every day. “I feel blessed to be able to work in such a dynamic field, both from a science and a legal perspective,” she says. Maria explains that patent attorneys are exposed to many new scientific discoveries well before they are available to the public, providing, in a sense, a rare glimpse into our future. Patent law is also continuously changing. Just recently, Maria indicates, the courts decided a controversial case that asked the fundamental question of whether isolated genes are patentable. Maria got to voice her thoughts on the case by co-authoring an amicus brief on behalf of the Boston Patent Law Association. “The Court of Appeals for the Federal Circuit, following some of our reasoning.” Maria continues, “decided that isolated genes are indeed patentable, at least for now.”

Maria’s clients include a number of large, multinational biotechnology and pharmaceutical companies, start-up companies and academic institutions. She continues to be excited by the science and the inventions about which she learns through her clients, and by figuring out ways to help them protect their inventions in the U.S. and throughout the world. Patent prosecution for therapeutic agents is complex, as the initial applications need to be filed so far in advance of when the product will come to market. Further, the requirements for patentability vary from country to country. Arguments and disclosures must be carefully balanced to provide robust coverage for the therapeutic agent while providing opportunities to extend the patent term beyond the life of the first filed applications, which may lapse not long after the therapeutic agent first comes to market. Managing such large and complex portfolios requires the ability to retain an immense amount of information across a large number of cases, which is one of Maria’s many strengths. This function—in truth, requirement—of her particular practice, fits with Maria’s belief that “you need to immerse yourself in anything that you do. Do nothing halfway. If you care, really care about what you do and work hard, success will follow you.” Maria’s string of academic and professional successes—beginning at the time of her initial departure from Cyprus to becoming a successful partner at McCarter—are a clear demonstration of these beliefs in action.

Although Maria is not a litigator, she assists her clients in various adversarial proceedings including interference proceedings before the U.S. Patent and Trademark Office and opposition proceedings before the European Patent Office. For example, she represented her client, a large pharmaceutical company, in a U.S. interference proceeding successfully revoking an opponent’s U.S. patent covering her client’s commercial pharmaceutical product. In Europe, she was successful in defending her client’s patent in a European opposition proceeding filed by two opponents. Maria also advises clients in pre-litigation investigations, patent infringement allegations, and ANDA actions under the Hatch-Waxman Act.

Maria also helps her clients avoid litigation by providing freedom-to-operate analyses, and patentability and patent validity opinions. Maria conducted the patent due diligence analysis associated with the multimillion-dollar acquisition of another company by one of her clients. “It’s clear to everyone that the client wants the transaction to go through. So you don’t just identify problems associated with the patent portfolio of the company being acquired. You also identify the solutions. You tell your client how the identified problems can be fixed so that the transaction can go through.” Upon identifying technologies that her clients may need for pursuing their business, Maria further assists her clients in obtaining rights to those technologies by building the right relationships and by developing the appropriate licensing strategies and agreements.

Maria brings the same passion to her life outside of the office that she does to her life in the office. Maria has two children, a daughter who is nine and a son who is eight. “My success in life is defined by how happy my children are,” she points

“Strive to be the best at what you do. Strive to always climb and soar.”
You don’t need to be the size of a defensive lineman or have the speed of an Olympic sprinter to be a powerhouse. Powerhouses come in all shapes and sizes. Some of the most diminutive and soft-spoken have conquered the highest hurdles (think Sally Field in her Oscar winning turn as Norma Rae). Rather, a true powerhouse is one who possesses great energy, strength, or potential for success. In meeting Beverly Cooper Neufeld—charming and a true lady in every sense of the word—do not be deceived. She embodies all of those traits, strong, with an endless supply of energy; and Bev has achieved unparalleled success in advancing women’s causes and women’s rights. But as Bev will tell you, it is not about achieving power, but creating possibilities.

These days, as the President of the New York Women’s Agenda, Bev is creating all kinds of possibilities from ensuring equal pay for women to the recognition for gender equality. She has a robust resume that speaks of her many success stories and the positive change she has orchestrated along the way. A lifelong resident of New York, Bev attended SUNY Albany for her undergraduate studies and SUNY Stony Brook for her Masters studies, where she received her MA in Education. She immediately set out to make a contribution to the greater good and began teaching English and Reading to diverse student bodies in rural, inner city and suburban communities in New York and Ohio. She continued to advocate for children’s rights as the Founder of the Village Parenting Center in Huntington, New York, which included securing funding and local support for the much needed children’s resource. She has served as the Vice President, and then President, of the League of Women Voters, leading both local and county chapters, and as a member of the Women’s Campaign Forum, Bev drove the reorganization and repositioning of this nonpartisan group to promote greater involvement of women in politics and reform of policy inequities that disadvantage women.

Bev has always had an interest in politics, or as she says, “I wanted to understand the inside of politics” and so she took a turn in Washington, working for Congresswoman Nita Lowey, the U.S. Representative for New York’s 18th District from 1995-2000. She served as Congresswoman Lowey’s Director of Finance and Operations and during her tenure had the opportunity to work alongside then First Lady Hillary Rodham Clinton on a couple of major fundraising efforts.

Infused with her new-found knowledge of how politics works and what makes politicians tick, she met her next challenge head on—to channel and utilize that understanding to raise awareness of the importance of women leaders both inside Washington and beyond. In 2000, Bev was asked to take on the role of Executive Director of The White House Project, its mission being “to advance women’s leadership in all communities and sectors, up to the U.S. presidency” and to increase female representation in American institutions, businesses and government. Under Bev’s direction this nonpartisan organization transformed from a start-up with nothing more than an ambitious mission to a nationally recognized not-for-profit driving the advancement of women leaders through programming initiatives, major fundraising and ground breaking research.

Having achieved the goals that she set for herself at The White House Project, in 2004, Bev founded BCN Consulting with her new goal of leveraging her significant experience in development, strategy and advocacy for other organizations. Through BCN, Bev became involved in the New York Women’s Agenda, or simply NYWA, a coalition of women professionals, organizations, and community activists who support the diversity and interests of women through collaboration, advocacy, and education. NWYA was founded 20 years ago by Elinor Guggenheimer, one of New York City's most preeminent civic leaders, who spent over 50 years working to improve conditions especially for women, children, and the elderly. An unqualified success in organization development, NYWA now brings together over 100 organizations trying to affect positive change for over a million women—a very large but significant undertaking. NYWA is unique in that, through its coalition of members, the organization has the ability to take collective action on issues where awareness needs to be raised and action taken. Bev, since becoming President of NYWA in 2011, has been spearheading two very critical initiatives that NYWA remains at the forefront of advocating and advancing: closing the gender wage gap in New York and the institution by the City of New York of gender equality principles.

Bev and NYWA were instrumental in founding the Equal Pay Coalition NYC, a coalition of over 50 groups working together in New York State to lobby for and promote pay equity. Four years in the making, the EPC has taken up the challenge to close the significant wage gap that exists in New York, and to unmask what that gap says about how we value women’s work. According to the EPC, 50 years after the federal Equal Pay Act became law, American women are still being paid just 77 cents to the dollar compared to their male counterparts. In New York City, that figure drops to 71.5 cents. According to Evelyn Murphy, President of The WAGE Project, Inc., a grassroots activist national organization to end wage discrimination against working women, over her working life a woman will earn $1 million less simply because she is a woman. According to Bev, these amounts have career implications which become compounded over the years affecting retirement. The gap also has a direct impact on families where today 6 out of 10 women are the breadwinners or co-breadwinners for their families. Women are also being cut off from some of the new and developing fields such as construction, technology, energy and “green” jobs due to out of date, yet still prevalent notions about “women’s work.” “I’ve spoken to many women who are excited to work and be a part of these growing industries, but find it very difficult to find jobs in their chosen field.”

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FOCUS ON OUR WOMEN IN LEADERSHIP:
Penelope M. Taylor
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Penny credits her initial rise from an aspiring associate to equity partner to her mentor, Gene Haring, former McCarter Chairman, who was extremely supportive of women. “Gene was a person who was ahead of his time. He gave me the same work that he would give a male associate, which was not necessarily the norm in the late eighties and early nineties. He gave women every opportunity.” As a result of those opportunities, Penny developed the skill and the expertise to represent some of the nation’s largest insurance and financial institutions.

Penny believes the legal profession has changed since she began practicing law in the late eighties. “When I started practicing—even for women—it was simply about being a good lawyer and producing a good work product. Now, just as much emphasis is placed on developing clients and building a book of business—which can be tougher for women.” Today, Penny’s client base is largely driven by female in-house counsel, many of whom have become good friends over the years. As a result of the excellent results she has often achieved, coupled with the camaraderie she enjoys with some of these clients, some have gone out of their way to further her career by ensuring that cases are sent to her. This is different from when she first began practicing law. “A lot of women used to have the attitude that they toughed it out, and you should too. Now I see that more women are helping other women. Women are now starting to help each other out and network more. Most of the change is coming from large, institutional clients that value diversity, and are making sure that their vendors—law firms—value it as well.”

As Penny prepares to compete in her half-Ironman, she offers this advice: “Strive to be great at everything you do, whether it is preparing discovery requests, trying a case, running a marathon, or raising your kids. Because you can.” And, indeed, Penny has proven that the happiest people don’t necessarily have the best of everything, they just make the best of everything they have.

FOCUS ON OUR WOMEN IN LEADERSHIP:
Maria Laccotripe Zacharakis, Ph.D.
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out. “I am not home all the time, but when I am there, we jump, we skip, we dance, we laugh and we have fun!” Sometimes the fun involves her kids making fun of her. For example, she jokes that her children call her “Thumbelina” because her thumbs are always going on her phone, keeping in touch with her clients and colleagues through email. Maria notes that, as with every working mom with a grueling schedule, enjoying what you do helps you to be able to do it all. It does not matter if it is running a client meeting, running a project at her children’s school, or running a 10K race, “it does not come out well if your heart is not in it, if you do not enjoy it.”

Maria’s advice to young attorneys— not surprisingly—is to be passionate about and work hard at what you do. “Find something about which you can truly be passionate and push yourself to go beyond what is expected,” she says. And then she adds, “Strive to be the best at what you do. Strive to always climb and soar.”

Of course, this does not necessarily mean doing what you expected you would do at the beginning of your journey. As Maria knows well, when following your passion, you may find yourself in a country that you did not expect, in a profession that you did not expect, but nonetheless you may find yourself quite happy!
Anne Craig: Director of Intellectual Property, Harvard University

TOUCHING BASE WITH OUR CLIENT:

It is unlikely that any of the Boston-based members of McCarter & English’s Intellectual Property/Information Technology Practice Group will disagree that among the most rewarding aspects of being a member of that team are the clients that the group has the privilege and pleasure of representing and working with on a daily basis—individuals that lawyers such as Maria Laccotripe Zacharakis describe without hesitation as passionate, team-oriented, and insightful. Among the many of those accomplished and perceptive clients is Maria’s client, Anne Craig, Director of Intellectual Property at Harvard University—a woman whose modesty and unassuming nature belie the power of her resume and strength of character.

Anne joined Harvard six years ago after an already successful career in which she had obtained experience in patent law, science and technology, working in various roles in a multitude of fields—sometimes more than one at a time. When Anne first entered the legal field, she was teaching science at a local public school by day and attending law school by night. When the task of correcting and grading papers every evening proved incompatible with the demands of her own studies at law school, she relinquished her academic career (temporarily) and took a job as a systems analyst at the former Bank of Boston until graduation. Having the added demands of a full-time job throughout law school, Anne was well prepared for the persistence, critical thinking, and long hours of a legal career.

Anne obtained a judicial clerkship and spent her first two years out of law school working for a Massachusetts trial court judge. At the conclusion of her clerkship, Anne entered private practice, first as a business attorney and then as a patent attorney in a boutique patent prosecution firm. In addition to her private practice experience, Anne held several positions as in-house patent counsel at small biotech start-up companies and one large pharmaceutical company. After almost 20 years of practicing patent law—both as outside and in-house counsel—Anne found the position where she could bring to bear the benefit of her vast and varied experience and one that fit her to a “T.” In 2006, Anne joined Harvard’s Office of Technology Development, where she now manages Harvard’s extensive patent portfolio.

To know Anne is to understand the unqualified admiration and respect she has for those with whom she works—not to mention the enthusiasm she has for what she does as a patent professional. As she describes her role as Director of Intellectual Property, Anne’s veneration for the institution she is a part of is obvious. Her appreciation for Harvard and for her position there she credits in large part to the vision and passion of her boss, Isaac Kohlberg, Associate Provost and Chief Technology Development Officer. According to Anne, in order to understand the vision Mr. Kohlberg brings to

Harvard’s Office of Technology Development, it is relevant to briefly retell the history of the birth of the current Office of Technology Development. After 25 years under the same management, Harvard’s Office of Technology Transfer and Licensing had an opportunity to review its mission. Mr. Kohlberg’s vision was to create a robust and proactive approach to technology transfer, bringing the Medical School and all other schools and departments within the university under a single umbrella to consolidate and unify processes, eliminate redundancies, and leverage the strength of Harvard’s interdisciplinary successes in research and development across a broad spectrum. This vision is reflected in the new name given at that time to the Office of Technology Transfer and Licensing: the Office of Technology Development.

Through what Anne describes as great communication and relationship building, the goal of the highly skilled members of the Office of Technology Development is to assist Harvard investigators in developing strategies to get their innovations into the hands of the public. Because university research is often early-stage, an important part of the job is to develop strong commercialization strategies with patent portfolios aligned with the business objectives. This work could include, for example, licensing the portfolio to an organization that can further develop the technology. Therefore, having the right patent counsel with the requisite scientific, business, and legal acumen is quite a challenge. Matching the right patent counsel with the inventors and directors at Harvard is thus an important part of Anne’s job. Given these demands, the Office of Technology Development is what Anne describes as “a collaborative and interdependent organization.” In her role, Anne’s job requires that she interact both with members of her own team as well as outside patent counsel. Along the way, Anne’s path crossed with Betty Hanley and Maria Zacharakis, two partners in McCarter’s Intellectual Property/Information Technology Practice Group. Maria now frequently works with Anne and others at Harvard as the go-to attorney for much of Harvard’s critical patent work. “Anne is smart and always direct and right on point. She knows exactly what she wants and has a unique gift of identifying the right outside patent counsel for the right Principal Investigators at Harvard.”

Despite her own robust qualifications and expertise, Anne would be the first to admit that she cannot do her job alone, and is quick to give recognition to the capable team of paralegals who help her manage the day-to-day volume of work and the myriad of issues that arise on any given day. In addition to her colleagues, Anne draws on the skills she developed in each of her prior jobs. Above all else, Anne values her colleagues at Harvard, whom she credits with shaping her career at the university. She describes her colleagues as smart, talented, committed, passionate, and

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Think that a commitment to civil rights and a career as a private-sector lawyer are inherently incompatible? If you answered in the affirmative, think again. Mary Ann Le Fort, Senior Litigation Counsel at Priceline, has demonstrated throughout her eighteen-year legal career that a lawyer need not check his or her values at the door of a large law firm or corporation. In each of her professional endeavors, Mary Ann has continued to make her values a priority and an integral part of how she defines herself as a lawyer.

As a student at Vassar College, Mary Ann, like many liberal arts majors, considered a variety of possible career paths—architect, teacher, writer, daycare center owner—none of which was related to the law. As fate might have it, it was the father of a college friend and a lawyer himself, Arthur Lichtman, who suggested that she pursue a legal career. “He thought that it would be a good fit with my personality and the ways I like to think and the way that I approached school,” she said. Arthur, who died in 2003, became a mentor to Mary Ann and was always there to offer advice at the beginning stages of her career. “He just loved what he did,” she said. Arthur also gave Mary Ann her first job as a legal assistant at his downtown Manhattan firm, Capriano, Lichtman and Flach, where she worked on both plaintiff and defense matters. After seeing lawyers in action on a day-to-day basis, she decided to go to law school.

In 1991, Mary Ann entered Brooklyn Law School. Interested in LGBT rights and same-sex marriage since college, Mary Ann found that law school fueled her passion for public interest work. During her first year of law school she received a public interest fellowship, which funded a summer fellowship at Lambda Legal. “Their work was a huge reason I wanted to be a lawyer,” she said. During her fellowship, Mary Ann had the opportunity to work on LGBT-related matters of historic importance, such as the early stages of Dale v. Boy Scouts of America, the anti-discrimination lawsuit against the Boy Scouts, as well as integral policy work at Lambda such as studying the impact of New York City laws concerning reproductive technologies on gays and lesbians who wanted to start families.

After law school, Mary Ann was a litigator at two global firms. Mary Ann spent three years at Cadwalader, where she worked on, among other things, pro bono efforts to assist a not-for-profit dedicated to providing its job placement services to underserved communities. Ten years at Skadden Arps followed, where she remained committed to fighting for civil rights on behalf of the LGBT community. Despite a very demanding mass torts practice at Skadden, she acted as a cooperating attorney with Lambda Legal in a case brought against a New Jersey school district on behalf of a high school student who was bullied because of her sexual orientation. For nearly two years, Mary Ann worked on the case and saw it through from investigation through discovery. The case eventually went to mediation and resolved favorably—for the plaintiff.

Mary Ann’s commitment to public interest law extended to other high-profile issues as well. While at Skadden, she was appointed by New York Court of Appeals Chief Justice Judith Kaye to serve on the Commission for the Study of Alcohol and Substance Abuse in the Legal Profession. The commission’s mandate was to gather information on substance abuse in the profession and make recommendations to the New York State Bar Association on how to respond and effectuate positive change. Because attorneys have high-stress jobs and are in the public trust, “alcohol abuse within the profession can wreak unique havoc,” Mary Ann explained. She helped draft the commission’s final report. On the commission’s recommendation, the New York Lawyers Assistance Trust was formed.

Her work on the Commission, combined with her experience litigating civil rights and mass tort cases, not surprisingly, garnered positive attention. In 1999, New York Lawyer profiled Mary Ann in its “40 Under 40” issue.

In 2007, after ten years at Skadden, Mary Ann started her own practice in Nyack, New York, where she lives with her partner, Janet Maya, and their son, Antonio. Mary Ann recounts that going from an international mega-firm to a solo practice was a huge change: “As wonderful as it is to have your own office, [it was] not the way I was used to working. I really got used to working with other people,” she said.

In June 2009, a temporary position in Priceline’s legal department opened up when one of the company’s lawyers went on maternity leave. Mary Ann took the job and loved it. After spending more than a year as a solo practitioner, she found the five-attorney legal department ideal. “Going from one to five was quite nice,” she said. She was asked to stay on a permanent basis and did not hesitate in accepting the offer. “It all just worked out well,” she said. “I feel like I’ve got the best of both worlds here. I’m at no loss for colleagues to talk through an issue.”

Mary Ann hardly misses big-firm services like night staff and hospitality. Instead, she appreciates the work-life balance that comes with working in an in-house corporate legal department. While the attorneys in Priceline’s legal department—all veterans of large law firms—are fully committed to their jobs, “if someone has a kid in a Little League game at 5:15, that’s okay,” she said. Yet, the work still provides her with the intellectual stimulation that she found so appealing about the profession while at law school. In her current position, Mary Ann handles a variety of matters. The vast majority of her litigation work concerns lawsuits spanning many jurisdictions regarding the application of hotel occupancy taxes to fees that Priceline receives. She also works on the company’s intellectual property and labor litigation. The remainder of her work involves counseling the company on domestic labor issues, including training domestic

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employees across the country on important policies. She finds that her interest in civil rights—which drew her to the profession in the first place—informs her work on a day-to-day basis. “I train people in anti-discrimination policies and I mean it!” she said. “As a company, we are committed. [Anti-discrimination] laws are there for a reason and complying with them sometimes takes work, but there’s no doubt that it is always the right thing to do.”

When asked what she looks for in hiring outside counsel, Mary Ann said, “At Priceline, we’re value-driven. We seek high quality at an appropriate price. So, we’re pretty discriminating. I’d like to think we’re good clients because the lawyers here are well informed.” She added that Priceline is “pragmatic” and not “fussy,” but of course requires “a good product” from its outside counsel. She explained that while there are built-in efficiencies that come from working with lawyers who have previously represented the company and know the company’s business, “there are a lot of different ways to get the best result from outside counsel.”

When she’s not working, Mary Ann enjoys spending time with Janet, Antonio, and their standard poodle, Rocky. “I try to be active. It does help that I have an eight-year-old boy who likes to be moving!” she said. Toward that end, Mary Ann is training for her first triathlon in September. Her athletic efforts will raise money for Abundant Waters, which provides after-school tutoring and enrichment programs for children from low-income households. Mary Ann is also a board member of the organization. She enjoys yoga and cooking. 🌟

TOUCHING BASE WITH OUR CLIENT:
Mary Ann LeFort
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The Pipeline to Equity Partnership:
National Association of Women Lawyers
Throws Down the White Glove to Meet the NAWL Challenge with a New Program

Given the gender disproportionality that existed in the upper echelons of the legal profession, on July 18, 2006, at its Annual Awards Luncheon in New York City, the National Association of Women Lawyers issued a single-minded and unqualified challenge—which has come to be known as the NAWL Challenge. At that luncheon, attended by over 900 lawyers—both women and men—NAWL deliberately challenged law firms and corporations with in-house legal departments to ensure that, by the year 2015, 30% of all equity partners, 30% of all chief legal officers and 30% of all tenured law faculties would be women. Considering that more than 50% of law school graduates are women, one would assume that the NAWL Challenge would be an attainable goal. And yet, a full six years later, we remain a long way from achieving this goal. In fact, recent studies indicate that the numbers of women being elevated are stagnating. For the past several years, women equity partnership at law firms has lingered at 15%, no more than the level it was when NAWL issued its Challenge.

Recognizing that in order for the legal profession to meet the Challenge action must be taken now, NAWL is set to premiere the Pipeline to Equity Partnership program in Dallas, Texas, on September 20, 2012. This new program is targeted to women lawyers on the brink of equity partnership at their respective law firms, to assist them in reaching the next level. Specifically designed for women income partners, counsel and senior associates, this program will combine hands-on learning with insights and guidance from distinguished panel members on the new skills, strategies and priorities that women lawyers need to develop to become an owner of the business. It is NAWL’s hope that the P2P Program will allow for frank conversation and exchange of ideas on the ethical and professional challenges women lawyers encounter on their path to equity partnership. Guidance on such topics as gender bias, effective and ethical client management and the risk of internal politics will set the stage for participants to learn how to align their skills to their particular firm’s strategy, culture and position in the marketplace. The P2P Program will be rolled out to other cities nationwide throughout 2012-2013.

Partners Alitia Faccone and Stephanie Cohen, active members of NAWL, have been instrumental in the P2P Program planning process. Alitia serves as the National Chair for Marketing and Stephanie serves as the National Chair for Sponsorship.

NAWL is a national voluntary legal professional organization devoted to promoting the interests and progress of women lawyers and women’s legal rights. Founded in 1899, long before most local and national bar associations admitted women, NAWL serves as an educational forum and an active voice for the concerns of women in the legal profession. NAWL is about solutions, both for workplace issues facing women lawyers and for societal problems confronting women in our nation and worldwide. NAWL, through its members and committees, functions as the voice of women in the law™, providing a collective voice in the bar, courts, Congress, and workplaces to make women’s concerns heard. 🌟
June 23, 2012, marked the 40th anniversary of Title IX—one of the most historic pieces of federal legislation pertaining to athletics ever signed into law and, although controversial still, one that attempted to level the playing field for both boys and girls and abolish the overt gender discrimination previously unchecked in organized sports.

Specifically, on June 23, 1972, Congress passed the Educational Amendments of 1972, commonly referred to as Title IX. It is a short and simple federal law requiring equal opportunities for both genders in all aspects of education, not only athletics.

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance.

The law applies to any educational institution that receives federal funds and prohibits discrimination in all educational programs and activities. Athletic programs are considered educational programs and activities. And although the law never actually mentions sports in clear-cut terms, Title IX guarantees women athletes the right to equal opportunity in sports in educational institutions, from elementary schools to colleges and universities.

Even though that guarantee has not always played out—and the law has its critics—over the past four decades it has had an incredibly positive impact on female athletes—both intercollegiate and otherwise. Almost immediately and since its passage, Title IX has shaped the lives of many.

According to the Women’s Sports Foundation—an organization founded by Billie Jean King—female participation in high school sports has increased by 900 percent since 1972, and it has risen by 500 percent at the collegiate level during the same time period, proving to the naysayers that it was only lack of opportunity—not interest—that kept female athletes from following their dreams.

Yet for all the fanfare of the 40th anniversary celebration, work on bridging the gender gap remains. For example, huge disparities continue to exist between the amount of money that coaches of men’s and women’s sports earn at the collegiate level. Title IX’s regulations provide that wages and compensation should not be distinguished “. . . on the basis of gender, or result in such distinctions for equal work on jobs which require ‘equal skill, effort, and responsibility, and which are performed under similar working conditions.’” But at the University of Kansas, the male head coach made in excess of $1.8 million—8 times more than the female head coach, whose salary was under $225,000. And even in cases such as Villanova, where the male head coach was paid considerably less—a mere $334,000—his salary still bested the female head coach whose salary came in around $55,000. Say all you want about revenue generation, but that’s still a big difference to justify.

Forty years, however, is still a reason to celebrate and many of the 2012 Olympians from Team USA joined in the celebration—the vast majority of whom were not yet born in 1972. In fact, most cannot remember a world in which they were prohibited from competing in their favorite sport or when the opportunity simply did not exist. Many of the women who will compete in London know that their road to the Games would not have been possible without the trailblazers who changed the American landscape back in 1972—the Billie Jean Kings and the Suzy Chaffees of the world, who helped transform the athletic world into a place where women could compete in high school and college—and, for some, even the pros and the Olympic Games.

Women in the know wants to join the many others in wishing a happy birthday to Title IX and congratulates all the female athletes who have ever benefited or will benefit from its passage. And we are reminded that when you dream, it always pays to dream big.
with roasted garlic whipped potatoes and grilled asparagus was served. The filet was paired with an outstanding cabernet sauvignon from the Stag’s Leap wine cellars’ Faye Vineyard. The meal concluded late in the evening with a tasting plate of three desserts, a cappuccino brownie, tiramisu, and berries with sweet cream and biscotti, paired with Taylor Fladgate 10-year-cask-aged tawny port.

Conversation was lively and our guests expressed enthusiastic appreciation for the excellent food, wine, and company as they departed. The evening was a perfect combination of good humor and intellectual discussion, exemplifying how McCarter & English builds positive relationships.
creative people who will lend support and offer help without question. She also counts on their sense of humor, which—thankfully for Anne—is usually demonstrated when it is most needed. Anne says having had the opportunity to work for many organizations in the patent law field, she finds that the combination of skilled and passionate professionals, collaborative work environment, and the quality of relationships at Harvard is a rare and unique combination, which Anne credits to Mr. Kohlberg's knack for building great teams.

Given Anne's predilection to shine the spotlight on those around her—and not on herself—it only makes sense that when asked what advice she would give to women attorneys or those new to the legal profession, Anne's advice is to observe those individuals you aspire to follow and pick the best of what you see in them to emulate. Anne describes her philosophy as follows: "Each person, male or female, must build his or her own career, brick-by-brick, job-by-job, skill-by-skill. When you are in the thick of it, the career path is not always crystal clear. You must be comfortable with ambiguity. Keep going and never give up. Take the opportunity when it fits your current situation. For example, there is no magic formula for having a family and a career. You need to work it out day-by-day as your values are tested and you learn your limits."

Like many of us, although Anne would not say she has had one single mentor, she values the many great and generous women who have been there to help her succeed at key moments of her career. She creatively describes these women as her “minute-mentors,” those who have given her pieces of advice or information that have added up to a collection of “ah-ha” moments. Oftentimes, these moments of growth and inspiration came as a result of messages that were uncomfortable to receive. In her current position, Anne is still learning and gaining inspiration from the innovators, business people, and lawyers she works with on a regular basis—one of the benefits of having a career that allows you to perpetually stay in school.
Chambers USA 2012 has awarded “Leading Lawyer” rankings to 51 McCarter attorneys, including Mary Jane Augustine (Partner, New York), Sarah Biser (Partner, New York), Leigh A. Gilligan (Partner, Boston), Elizabeth Hanley (Partner, Boston), Cynthia B. Keliher (Partner, Boston), Barbara J. Kroncke-Moore (Partner, Boston), Pamela Moore (Partner, Hartford), Rosetta B. Packer (Partner, Philadelphia), Sheri Pastor (Partner, Newark), Gita F. Rothschild (Partner, Newark), and Jane Warren (Partner, Hartford).


Paula Cruz Cedillo (Partner, Hartford), Deborah M. Vernon (Partner, Boston), and Bonnie A. Vanzler (Associate, Boston) spoke at the National Contract Management Association Boston Chapter 51st Annual March Workshop on March 23, 2012.

Stephanie Cohen (Partner, Newark) and Alitia Faccone (Partner, Newark) served on the planning committee for the National Association of Women Lawyers Annual Meeting and Luncheon, which was held at the Waldorf Astoria hotel in New York City on July 17, 2012.

Alitia Faccone (Partner, Newark) authored “Do Not Confuse Adversarial Conduct with Advocacy: Now Is The Time For All Good Lawyers To Come To The Aid Of Their Adversaries,” which appeared in New Jersey Law Journal, Civil Practice.

Alitia Faccone (Partner, Newark) was a panelist at the New York State Bar Association CLE program, “Market U - Marketing on a Shoestring,” in New York, NY.

Alitia Faccone (Partner, Newark) served as a moderator for “Key Developments in E-Discovery” at the NYC Women in eDiscovery Conference on June 21, 2012.

Susan Feeney (Partner, Newark) and Gita F. Rothschild (Partner, Newark) have been named Top New Jersey Super Lawyers for 2012.

Susan Feeney (Partner, Newark) was a featured speaker for a program titled “Hot Topics in Property Taxation” at the New York University Summer Institute in Taxation held July 16-27, 2012, in New York, NY.

Susan Feeney (Partner, Newark) has been appointed to the Board of the New Jersey Women Lawyers Association for the 2012-2013.

Joann M. Lytle (Partner, Philadelphia) was a speaker for the webinar “Social Media in the Workplace: Identifying and Managing the Unexpected and Unintended Risks.”

Joann M. Lytle (Partner, Philadelphia) was a speaker for the webinar “Additional Insured and Contractual Indemnity Coverage in Commercial and Construction Contracts.”

After a five-year battle, Jessica Macarone (Associate, Newark), Tara Varghese (Associate, Newark), and Amy Haberman (Partner, Stamford) were successful in securing derivative asylum for the adopted daughter of a client who had been granted asylum due to the harsh political persecution she suffered at the hands of the Cameroonian government. The derivative asylum application for the daughter was originally denied, but the McCarter team was undeterred. Thanks to their perseverance, the family was finally reunited after being separated for nearly nine years.

Pamela Moore (Partner, Hartford) and Tiffany Hubbard (Associate, Hartford) were honored by Pro Bono Partnership for their work with Bethsaida Community Inc.


Sheri Pastor (Partner, Newark) has been rated AV Preeminent by Martindale-Hubbell, 2012.

Sheri Pastor (Partner, Newark) has been appointed the Policyholder Chair of the ABA Section of Litigation, Insurance Coverage Litigation Committee.


Sheri Pastor (Partner, Newark) was quoted in the Law 360 Insurance article titled “Michigan Courts Can’t Nix Policy Limits Automatically: 6th Circuit.”
Sheri Pastor (Partner, Newark) has been invited to join the newly formed Director & Officer Liability Insurance Committee of the International Center for Conflict Prevention & Resolution.

Sheri Pastor (Partner, Newark) and Jennifer Black Strutt (Associate, Stamford) authored “Addressing the Complications Arising from Coverage Settlements Involving Multiple Insureds and Insurers, and Non-Covered Parties,” which appeared in LexisNexis.

Sheri Pastor (Partner, Newark) co-presented the webinar “The Law School Placement Lawsuits: Defense and Insurance Coverage.”

Sheri Pastor (Partner, Newark) was a lecturer for National Business Institute’s “Business Contracts A to Z: Drafting Business Contracts (With Checklists)” on June 18, 2012.

Sheri Pastor (Partner, Newark) was a lecturer at “Making Rain Without Getting into Hot Water” for New Jersey Law Journal’s The New Partner Forum on June 6, 2012.

Sheri Pastor (Partner, Newark) was a panelist for the Strafford Webinar “Non-Cumulation Clauses in CGL Policies” on May 9, 2012.

Sheri Pastor (Partner, Newark) was the Round Table Discussion Leader for “Addressing Time-Limited Policy Limit Demands” at the ABA Section of Litigation Annual Meeting on April 19, 2012.

Sheri Pastor (Partner, Newark) was a lecturer for the New Jersey Law Journal’s Spring Into CLE 2012, “Adjusting Your Radar to Spot & Address Your Ethical Obligations.”

Sheri Pastor (Partner, Newark) was a panelist for “ICLC Idol 2012: The Deposition” at the ABA Insurance Coverage Litigation Committee Annual Meeting.

Sheri Pastor (Partner, Newark) has been recognized as a New Jersey Super Lawyer—Insurance Coverage (2005-2012).

Penelope Taylor (Partner, Newark) authored the M&E Business & Financial Services Litigation Alert “New Jersey Appellate Division Rules That Third-Party Claims Arising Out of Ponzi Scheme with Non-Customers of Broker-Dealer Are Not Subject to FinRA Arbitration.”

Penelope Taylor (Partner, Newark) completed the Rhode Island Half Ironman on July 8, 2012.

Jane Warren (Partner, Hartford) recently settled an enforcement action brought by EPA against a national retail client. A Consent Decree was entered in federal District Court that resulted in the client’s payment of a penalty that was approximately 70% less than the amount originally sought by the government. Jane will continue to work with the client regarding ongoing compliance matters at this site and at their other facilities across the country.

Natalie S. Watson (Associate, Newark), who serves as an investigator for the District VA Ethics Committee, recently presented a talk titled “Ethical Pitfalls to Avoid,” at the 46th Annual New Jersey Defense Association’s Annual Convention, held in Boston, Massachusetts. In attendance were in-house counsel for various pharmaceutical and insurance companies, members of the New Jersey Corporate Counsel Association, and prominent members of the New Jersey defense bar.

Myrna L. Wigod (Partner, Newark) was extensively quoted in an article titled “Legal Wills: How a properly drafted will can help ensure a smooth transition of assets upon one’s death,” which appeared in the April 2012 issue of New Jersey Business magazine.

Myrna L. Wigod (Partner, Newark) was a featured speaker at a seminar titled “Resolving Estate, Will and Trust Contests” for the National Business Institute.


Joanne Wilcomes (Associate, Newark) was an integral part of a McCarter team that recently secured political asylum for a client from the Republic of Congo (ROC) who had been subjected to severe torture at the hands of the ROC government. The firm will continue to represent this client in an effort to reunite him with his wife and children.
“You can’t win them all—but you can try.”
- *Babe Didrikson Zaharias*, female golfer

“It is better to look ahead and prepare than to look back and regret.”
- *Jackie Joyner Kersee*

“A champion is afraid of losing. Everyone else is afraid of winning.”
- *Billie Jean King*

“No matter how far life pushes you down, no matter how much you hurt, you can always bounce back.”
- *Sheryl Swoopes*

“Labels are for filing. Labels are for clothing. Labels are not for people.”
- *Martina Navratilova*
“Training of female athletes is so new that the limits of female possibility are still unknown.”
- Katherine Dunn

“Winning doesn’t always mean being first. Winning means you’re doing better than you’ve ever done before.”
- Bonnie Blair

“True champions aren’t always the ones that win, but those with the most guts.”
- Mia Hamm

“There’s nothing masculine about being competitive. There’s nothing masculine about trying to be the best at everything you do, nor is there anything wrong with it. I don’t know why a female athlete has to defend her femininity just because she chooses to play sports.”
- Rebecca Lobo
In response, in June 2011, Senator Liz Krueger introduced NYS S05674, a bill that would prohibit retaliation based on wage disclosure. The bill targets pay confidentiality policies which are a key contributor to the wage gap and wage discrimination. Such policies punish employees for voluntarily sharing wage information with their colleagues. According to Bev, “transparency is a key part of being treated differently. There are many reasons for differences in pay, but neither race nor gender are the right reasons.” Bev says, “women can’t be afraid to have conversations about the issue”—which is more pronounced in the private sector—and that is what the bill seeks to promote.” Bev says, “the key is to make small, incremental changes without creating a big stir that over time will have a significant impact.”

A similar bill introduced in the U.S. Senate, the Paycheck Fairness Act, was voted on last month and did not pass on a straight party line vote. Similar to the New York bill, The Act sought to prevent employers from firing workers for discussing their salaries with coworkers; it would also have prevented employers from retaliating against workers who file complaints against them. In addition, the Act would have made it easier for women to discover if they were being discriminated against, provided training for women and girls so that they were better equipped to advocate on their own behalf, and would have increased data collection on the gender wage gap in order to develop better solutions to the problem. Interestingly, the day before the vote on the Paycheck Fairness Act, Sen. Dean Heller (R-NV) introduced the End Pay Discrimination Through Information Act. Unfortunately, Sen. Heller’s bill leaves out many of the key provisions of the Paycheck Fairness Act and does not go far enough to empower women to seek redress if they find they are being discriminated against.

NYWA and Bev’s other current project is an ambitious one for sure, but is already gaining traction—the adoption by New York City of a set of gender equality principles. According to the information provided on the NYWA website, Gender Equality Principles (GEP) were modeled upon existing sets of gender principles adopted elsewhere, the first in San Francisco. The San Francisco GEP are based on the Calvert Group’s Women’s Principles, which were first launched in 2004 in partnership with the United Nations Development Fund for Women. These principles reflected Calvert’s longstanding investment approach, which holds that well-governed, sustainable and responsible companies are better positioned to manage risk and deliver long-term value to their shareholders.

The second set is the UN Women’s Empowerment Principles (WEP), launched by UNIFEM and the UN Global Compact in 2010. What distinguishes the WEP from other initiatives is their focus on business corporations as vehicles for addressing gender inequalities and advancing the global empowerment of women. The WEP require the company CEO to sign the CEO Statement of Support for the Women’s Empowerment Principles, thereby demonstrating leadership on gender equality and women’s empowerment and encouraging fellow business leaders to follow their example. As of October 2011, the UN received 252 CEO signatures.

In 2011, Bev presented these gender equality principles to NYWA’s Board of Directors which approved the initiative and further exploration of the adoption of a form of the Calvert Women’s Principles for the New York City area. The proposal by NYWA’s initiative is based upon a partnership approach between the public, private and non-profit communities to work toward the improvement of the status of women across all economic levels in New York City. According to Bev, “NYWA firmly believes that if a set of gender principles is instituted, this would make a powerful statement to not only New York citizens and businesses, but to a much larger community, that New York is committed to creating the best possible workforce. As well, what is good for women is good for our economy and community.”

CEOs from consulting and investment companies, including Deloitte Touche Tohmatsu, Ernst and Young, Calvert Group, Ltd. and Pax World Management LLC added their support underlining the business case that investment in women results in more sustainable and profitable companies. According to a report conducted by the World Economic Forum, the private sector benefits from creating and fostering women leadership. For example, companies with the highest share of women on executive committees outperformed those with all-male executive committees by 41% in terms of return on equity and by 56% in terms of operating results. In addition, the report supports that gender diversity leads to a significantly larger customer base. Bev is hoping that Mayor Mike Bloomberg will become engaged in this issue prior to leaving office at the end of 2013.

Bev is married to Dave Neufeld, a New York lawyer with a small boutique litigation firm in New York City and is the proud mother of two sons, one of whom is a Harvard Law graduate, the other a well-known jazz guitarist. She raised her sons to understand and appreciate the issues that she has spent her career advocating. Bev says, “It’s important that the men in all of our lives appreciate and promote gender equity,” and proudly proclaims, “both my sons are feminists.” She also enjoys being the grandmother to one granddaughter and has twin grandchildren on the way.

Apart from the time she spends with her children and grandchildren, Bev does appreciate having the opportunity to spend more time with Dave now that her sons have grown up. In fact, they recently purchased a kayak and Bev is determined to master the sport and spend quality time on the water together. Like everything else Bev sets her mind to do, there is no doubt she will.

Bev reminds us that we all have to find a way to make our own impact on the issues that are important to us. Says Bev, “we can all get a good workout riding a stationary bike, but in the end we have to get somewhere.” Stick with Bev, and you will get really far. 
McCarter & English Women’s Initiative
is proud to announce that it is one
of 50 law firms to achieve
Gold Standard Certification by the
Women in Law Empowerment Forum.
In addition, it is one of only 13 law firms
to certify in five out of six categories.

McCARTER & ENGLISH WOMEN’S INITIATIVE
CONGRATULATES
SARAH B. BISER,
CRISTIN HOWLEY COWLES, PH.D.,
& DEBRA M. PERRY
ON THEIR ELEVATION TO EQUITY PARTNERSHIP
IN MEMORIAM AND REMEMBRANCE

Women in flight and space, who inspired all of us to follow our dreams and reach for the stars.

SALLY RIDE
(MAY 26, 1951 – JULY 23, 2012)

THE FIRST AMERICAN WOMAN IN SPACE

AMELIA EARHART
(JULY 24, 1897 – DISAPPEARED JULY 2, 1937)

75TH ANNIVERSARY OF HER HISTORIC FLIGHT AND DISAPPEARANCE IN JULY 1937
THE WOMEN’S INITIATIVE WELCOMES
OUR NEWEST WOMEN ATTORNEYS TO THE FIRM

KELLY S. DIEMAND // ASSOCIATE
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Ms. Diemand concentrates her practice in the areas of intellectual property and information technology. She handles transactions for the development and licensing of technology, information solutions and market data across a broad spectrum of industries. Similarly, she assists clients in the outsourcing of core business and IT functions as well as general business matters involving information technology and the protection of intellectual property.

Leveraging her work experience as in-house counsel and corporate secretary for a publicly-traded global financial services company and counsel for an investment management firm, Ms. Diemand brings a business-oriented approach to addressing her clients’ information technology, licensing and consulting needs.

Prior to working in-house, Ms. Diemand represented numerous multi-national public and private companies in M&A and private equity transactions. She also handled a full range of securities work from taking companies public to advising on reporting and other general transactional matters.

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Ms. Pang is an associate in the Intellectual Property and Information Technology Group in the New York office of McCarter & English. Ms. Pang concentrates her practice on trademark and copyright law.

Ms. Pang obtained her B.A. in Political Science from Syracuse University, where she was the recipient of the Excellence in Political Argumentation Award. Ms. Pang earned her J.D. from the Benjamin N. Cardozo School of Law and was a member of the Moot Court Honor Society. While in law school, she served as a judicial intern to the Honorable Kiyo A. Matsumoto of the United States District Court for the Eastern District of New York. Ms. Pang also gained valuable experience in brand protection through her internships with the fashion houses Burberry Limited and Stuart Weitzman Holdings, LLC.
Women in the kNOW is a publication of McCarter & English’s Women’s Initiative. It provides a quarterly summary of news and general information of interest to the Firm’s attorneys, clients and other friends of McCarter.

If you would like to submit an item for inclusion in the next edition of Women in the kNOW, or would like to become actively involved in the Women’s Initiative, please contact any member of the Women’s Initiative Steering Committee.

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