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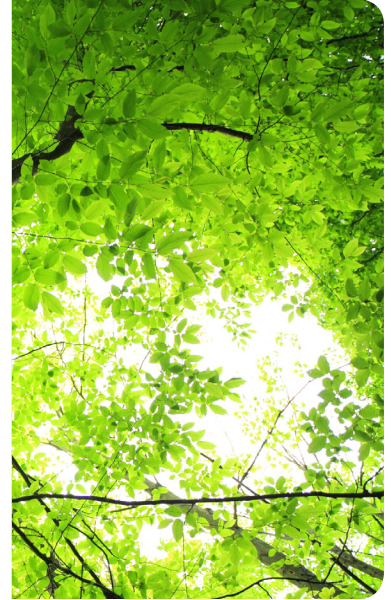
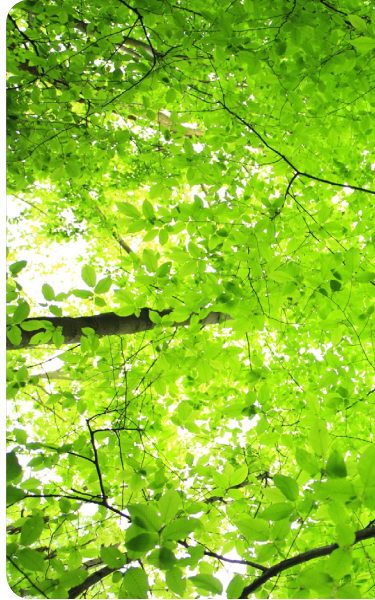
In The News

# BAKER DONELSON

## Women's Initiative

Issue 2, 2014

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The Baker Donelson Women's Initiative is pleased to present the latest issue of our newsletter. Our Newsletter Chairs, Jennifer Keller and Amy Mahone, have done a fantastic job and I know that you will find it useful and enjoyable to read. From Time Saving Tips to a Book Review and Tips on Health for Women, you will find information to help you succeed. Let us know what you think; we would love to hear your ideas for future issues.



**Christy Tosh Crider**

Chair, Baker Donelson Women's Initiative

## Mission Statement

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.

## 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.
- Improve career development for our women attorneys, thereby enhancing the economic viability of the Firm.

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## Things to Look Forward to Across Our Offices

**Atlanta**  
*Wrap it Up!*, 12.9.14

**Chattanooga**  
*Sip and Shop*, Fall 2014

**Houston**  
*Painting with a Twist*,  
Fall 2014

**Johnson City**  
*Tailgate Party Cooking  
Demonstration*, 8.19.14

## BAKER DONELSON Women's Initiative

Issue 2, 2014

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## Words of Wisdom



**Christy Crider**  
Shareholder and Chair of  
Women's Initiative  
Nashville

### Nobody Is Perfect, So Cut Yourself Some Slack

The stomach bug hit me like a freight train. My lawyer-husband left that morning for a three-day trip and my 11- and 13-year-old children were home with me. As I crawled into my bed, I dimly thought, "I should make them dinner and tell them to brush their teeth. I should call some friends to come and get them for a sleepover. I need to feed the dog. I need to work on my brief that's due on Monday." Instead, I just pulled the covers over my head and went to sleep with the fever-induced thought, "Surely, the world will keep turning without me for a while." I woke up, bleary-eyed, 14 hours later, dragged myself from bed and hobbled to the kitchen. I stopped short and had to snap a cell phone picture of what I saw through the haze – my 11-year-old daughter sitting at the kitchen table dressed in full survival-style camouflage, chowing down on a breakfast of key lime pie and sweet tea, holding a live chicken in her arms, watching "Toddlers & Tiaras." Our (no longer hungry) dog was sick, having eaten a rabbit for breakfast, and had to be rushed to the vet's ICU where she stayed for five days.

Nobody has it together all of the time. Sometimes my well-oiled machine breaks down completely and chicken feathers go flying and rabbits get eaten. But, when we choose very full lives with many plates in the air, sometimes a few will come crashing down. It happens to all of us. Nobody is perfect. But here are a few things I tell myself when I'm standing with a broken plate at my feet.

1) "I can't be good at everything." I say this with a smile on my face quite often when I do something really stupid. I wreck my car at least once a year. No one ever gets hurt, I just bump into things a lot. About five years ago I ran over a mailbox and came home with my bumper dragging. My husband looked at me and said, "Did you hit something again?" That is when the phrase originated. But please, use it liberally, because it works for a lot of situations: cupcakes from Kroger instead of homemade, when my secretary cannot read my handwriting, running a 12-minute mile, being late to pick-up from soccer three weeks in a row, when the dentist asks if I've been flossing daily, being on a first name basis with the IT Helpdesk because I call so often. Repeat with me: "I can't be good at everything."



**Repeat with me: "I can't be good at everything."**

2) "I'm going for 'best all around'." If you are a Type A personality like me, when you choose to do something, it kills you not to be the best at it. But reality hit me about 14 years

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## Things to Look Forward to Across Our Offices

**Knoxville**  
Comedy for a Cause,  
9.11.14

**Memphis**  
Hands On Community  
Service, Fall 2014

Wrap it Up!,  
December 2014

**Nashville**  
Singer/Songwriter Event,  
9.25.14

Wrap it Up!, 12.11.14

## BAKER DONELSON Women's Initiative

Issue 2, 2014

This is an advertisement.

## Words of Wisdom, *continued*

ago that I couldn't be the best in the world at everything if I chose to: 1) be a full-time lawyer, 2) be a wife, 3) be a mom, 4) direct a choir, 5) sing in a band, 6) vacation frequently, 7) run daily, 8) etc. When we choose a really full life with many things that get our juices going, we probably aren't going to be the very best at everything. It was hard to realize that I would not be in the 3 p.m. pick-up line for my kids after school each day and I would never be a fast runner. I probably wouldn't go on an eight-week backpack trip across Europe or bill the most hours of any associate. But at some point I said to myself, I just want to be really well rounded. Think of yourself as an Olympic decathlete (someone who is really, really good at 10 different things), rather than a sprinter (someone who is the best at one thing). It will help you temper your Type A personality with the realities of enjoying many roles.

**Think of yourself as an Olympic decathlete (someone who is really, really good at 10 different things), rather than a sprinter (someone who is the best at one thing).**

3.) **Get it "roughly right."** When I realized how far I was from perfect, I came up with the concept (or perhaps excuse for my misgivings) that sometimes the goal has to be to get things "roughly right." So, it's 10 p.m., your child has a concert the next day at school, and you need to lay out his dress clothes. You're exhausted. Letting a plate hit the floor is sending your child to school

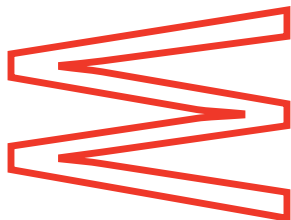
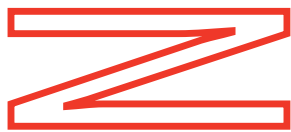
in jeans on dress day. Being perfect is laying out the outfit, realizing the pants are wrinkled, getting out the iron and staying up until 11 p.m. putting creases in the pants.



Getting it roughly right is laying the outfit out and telling yourself on the way to bed that the wrinkles will fall out after he wears them awhile. Or, you have a big presentation the following day and you have been too slammed to put together an amazing PowerPoint. Letting a plate hit the floor is showing up for your presentation with notecards and winging it. Being perfect is staying until midnight with your secretary putting clever video clips and graphics into a detailed PowerPoint. Getting it roughly right is putting together a basic PowerPoint, getting home for dinner, and asking your children for some hysterical jokes you can use in your presentation so that no one notices the absence of fancy graphics.

4) **"Children are tough and resilient, and adversity builds character."** The most beautiful part of my life are my two amazing children. They are also where I want to focus my best time. But the fact of the matter is, I am not going to be there to pick them up at school each day at 3 p.m. I'm going to be out of town overnight on business sometimes. And, there will even be times I don't get dinner or breakfast on the table and they end up piecing together their own meal. That is

*Continued*



### Things to Look Forward to Across Our Offices

#### New Orleans

Women on Wednesdays  
- Girl Power: How to be Street Smart, 8.27.14

Women on Wednesdays:  
Cooking Demonstration,  
Fall 2014

Holiday Marketplace,  
December 2014

#### Washington, D.C.

Women in Politics  
Breakfast, Fall 2014

## BAKER DONELSON Women's Initiative

Issue 2, 2014

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### Words of Wisdom, *continued*

not what I envisioned when I first learned I was going to be a mom. I pictured perfectly starched smocked outfits and organic meals made from scratch three times a day. But our wild life works for us. And they love to hear stories about my crazy cases and especially love a good story about when a judge admonishes me from the bench – their favorite is “Mrs. Crider, when you are winning, it’s best to sit down and stop talking.” They love coming to my office and spending a day raiding the Firm supply closet to construct a four-foot structure of binders and paper clips in the hall. For me, being a lawyer-mom is about quality time and sharing my love for what I do (and especially the great stories) with my children. My two are the funniest, most self-sufficient, resilient kids you will meet.

*For me, being a lawyer-mom is about quality time and sharing my love for what I do (and especially the great stories) with my children.*

5) **“If you hit the bull’s eye every time, you’ve got the target too close.”** Recently, I took the senior leadership of our Baker Donelson Women’s Initiative to Washington, D.C. for a two-day strategic planning retreat. The highlight was a personal tour of the Smithsonian American Art Museum by its director, Betsy Broun. She is nearing retirement after successfully leading one of the most celebrated museums in the world. Her accomplishment is remarkable regardless of her gender, but she did it in a male-dominated field. So I asked her how she dealt with failures along the way (i.e., plates hitting the floor). First, she was really honest about

her failures. Then she quoted a great American woodworker and said, “If you hit the bull’s eye every time, you’ve got the target too close.” That broken plate around our feet is a sign that we aim big and are willing to take chances. That’s a really good thing.

6) **“Being passionate is more important than being perfect.”** I represent health care providers and I love it. I’m passionate about their businesses. When we develop our strategy for a case, I want my client to know that I care about their business and resolving our matter with a great outcome as much as they do. I want them to know that they can transfer the anxiety they have about the matter that landed them in my office to me because I am passionate about resolving it. When I add people to my team, I’m not looking for the person with the highest GPA or the best resume. I’m looking for the person with a fire in her belly who really cares about what she is doing. That holds true for most situations. My clients care a lot more about whether they have a passionate and practical legal team than if every citation in the brief is in the proper Blue Book form or if there was a split infinitive in a letter to opposing counsel. Children love parents cheering wildly on the sidelines at two games a week more than a parent there for all four games that week with a sour attitude (even though my children profess to want me to stop yelling at games, I know they like it). I am not perfect and I bet you’re not either, but we can choose to spend our time on things about which we feel passionate. Nobody is perfect, so cut yourself some slack. ■

*“If you hit the bull’s eye every time, you’ve got the target too close.”*

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# BAKER DONELSON

## Women's Initiative

Issue 2, 2014

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### Off-the-Record Mentoring



**Ginger Weaver**  
Of Counsel  
Jackson

*A structured, formal mentoring plan is an important part of any female professional's career path. Helping the next generation of female leaders through mentoring has been shown to be enormously helpful to both parties. However, the relationships you foster, both within the office and in your community, are just as important. Ginger Weaver and Alicia Hall, both of the Firm's Jackson office, explain how they help build each other through this informal mentoring relationship.*

We (Ginger, the mentor, and Alicia, the mentee) practice in different areas within the same office, but we have developed an informal mentoring relationship. This relationship has been valuable for both of us, especially from a morale standpoint, and we encourage other female professionals to foster similar relationships.

**Mentoring Without Borders.** Baker Donelson has a formal mentoring program, which is helpful for issues such as feedback on writing, managing workload and shareholder track questions. In contrast, our informal mentoring relationship focuses on more general issues, from identifying rewarding community activities, to the secrets of "work-life balance," to general encouragement about professional and personal life. Even though the informal mentoring is outside of the Firm's program (and budget), we take turns buying lunch or we go "Dutch treat."



**Alicia Hall**  
Associate  
Jackson


**Mentoring Without Supervising.** If possible, we recommend that the mentor not assign work to the mentee, so that the "off-the-record" mentoring relationship involves honest feedback without the pressure of a pending assignment. While all successful mentoring relationships (formal and informal) incorporate the essential qualities of both trust and confidentiality, mentoring without a supervisory element helps to further alleviate confidentiality concerns.

Trust is also critical as we hold each other accountable for taking ownership over our careers. In encouraging each other to take active roles in our professional futures, we are reminded of the good advice from Orrick, Herrington & Sutcliffe law partner Patricia Gillete who, using the unlikely source of the Wizard of Oz, cautions women not to follow the "Dorothy" leadership model: "Dorothy was a true leader. She identified the tasks at hand, formulated a plan, and overcame obstacles to reach her goals: a brain for the scarecrow, a heart for the tin man, and courage for the cowardly lion. But when push came to shove, what did Dorothy ultimately ask for herself from the Wizard? Nothing... Some might say Dorothy's behavior represents the stereotypical female leader. She builds teams. She encourages collaboration and consensus. She reaches resolution efficiently. And, at the end of the day, she asks for no credit, no reward, no recognition. And thus, no one knows what she has done and no one thinks of her as a leader."<sup>1</sup>

<sup>1</sup> <http://amlawdaily.typepad.com/amlawdaily/2009/07/self-promotion.html>

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**Allowing a Natural Mentoring Relationship to Develop and Taking Time to Socialize.** Because we did not limit ourselves to mentoring relationships within our distinct practice areas, we were able to focus on a good personality match. We naturally get along and have common interests, which helps us get the most out of the mentoring relationship. For example, we both try to practice healthy lifestyles, so it is nice to have a co-worker who wants to eat at healthier lunch spots (even if we still get frozen yogurt on the way back to the office).



We have also noticed that men tend to realize the value of social time more than women realize it. Putting forth a stereotypical example: an afternoon on the golf course can be valuable for business development, but many women shudder at the thought of losing four or five billable hours out of the office. Maybe we hunker down while we are at the office (i.e., eating lunch at our desks) so we can attend to our other priorities (family, friends, hobbies) outside of the office. And while those other priorities are important and worthy of our time, professional development – and client development in particular – demands getting to know someone

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### Women's Initiative

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## Off-the-Record Mentoring, *continued*

on a personal level. We take the time to occasionally enjoy a longer lunch. We have other female co-workers with common interests, and we'll take time on a weekend to exercise together or attend someone's wedding shower. We've visited with clients on personal vacations because we know that having a great dinner with a client can have the same impact as producing great work for them. We encourage each other to slow down and socialize so we can develop closer relationships with clients and each other.

*The key to the interpersonal aspect of a successful, informal mentoring relationship is picking up on the cues of the other person.*

**Finding the "Fine Line."** There is a fine line between developing an informal mentoring relationship and preventing informal mentoring sessions from becoming "dumping" sessions. By "dumping" sessions, we mean that there has to be sensitivity about too much day-to-day work chatter or too much unsolicited, personal information. The key to the interpersonal aspect of a successful, informal mentoring relationship is picking up on the cues of the other person. This should be easier if the mentor and mentee are already a good personality fit. Perhaps if the mentor shares personal information about her summer vacation, the mentee can talk about her vacation plans. While it sounds like a common sense piece of advice, sometimes the floodgates can open too much on one side when the meetings are informal. Pay attention to the depth of the conversation in the beginning, and follow the other person's lead. If you perceive the

situation correctly, there will be plenty of "I'm so glad you mentioned that," and "Me too!" moments.

**Sharing 50/50.** Just as friendships thrive on give-and-take, we try to encourage a balanced give-and-take in mentoring. There is the obvious conversation rule that you generally should not be doing more than half the talking during a conversation. Other than that rule, the balance can be skewed a bit by how mentor relationships tend to work. Mentees often derive more from mentoring relationships because they are learning. But mentees can contribute more than they might think. Mentees can ask questions about issues the mentor is facing, listen to struggles the mentor may be having, and offer to help in any capacity the mentee is able to help. For example, if Alicia sees an industry article that Ginger may appreciate, Alicia takes a minute to forward it along. Or, if there is an opportunity to write an article together (maybe like this one!), the mentee should take the lead on the actual writing and let the mentor guide the direction and tone of the article based on her experience.

*Mentees often derive more from mentoring relationships because they are learning.*

We hope this article provides fresh insight on mentoring relationships in the workplace. It may sound like we are really just friends (and we are), but our relationship developed in the professional context and continues to flourish in the same way. We hope that female lawyers have the good fortune to find a true mentor/mentee and a friend. ■

*This article was originally published in Sharing Success, the newsletter of DRI's Women in the Law Committee.*

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## BAKER DONELSON *Women's Initiative*

Issue 2, 2014

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**Senator Howard H. Baker Jr.**  
1925 - 2014

### Senator Baker Memories

Mourning the loss of [Senator Howard Baker](#), friends and colleagues shared memories in remembrance of his life and legacy.



**Jenna Bedsole**  
Shareholder  
Birmingham

In the 1970s, a man came home to his wife and two young children – a little boy and girl. The man told his wife he had an opportunity – an opportunity for a better life for his family – but it would mean leaving their families and the country they loved. He took a job in this foreign land – the United States – but there was a problem with their green cards. It was taking too long. The company was headquartered in Nashville. Its owner placed a call to one of the Tennessee Senators and asked for help. Senators get these types of requests all of the time – help with a passport, help with a governmental agency. They are not big problems and don't usually take much time to resolve. With the Senator's help the problem was soon solved and

the young family moved to Columbus, Ohio, and then to Nashville, Tennessee. In thirty-plus years, the children grew up. The little girl became a lawyer and now works for the firm of the Senator who helped her family come to this great country. Thank you, Senator Baker, for the big things you did and also the small ones. You will be missed.



**Christy Crider**  
Shareholder  
Nashville

When I was a very young lawyer in the late 1990s, I listened to Senator Baker give a talk on why every person and company in this country is entitled to excellent legal representation. His ability to articulate the legal support for his position combined with his ability to weave compassion through his message is something I have carried with me through my legal career. When I think about combining excellent lawyering, straightforward logic, a sense of responsibility for the oath we took as lawyers, and kindness toward our adversaries, I think of Senator Baker.



**Angela Farmer**  
Receptionist  
Washington, D.C.

I have worked at Baker Donelson for 16 years and Senator Baker was one of the reasons why. He has ALWAYS been kind to me – gifting me with many of his photographs and more. The biggest gift of all was when he invited me to The White House to witness his swearing in to become Ambassador to Japan! What a wonderful human being he was. Of course, there are many wonderful stories and memories he has left with me, but this one is very dear to my heart.

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### Women's Initiative

Issue 2, 2014

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## Senator Baker Memories, *continued*



**Linda Finley**  
Shareholder  
Atlanta

Senator Baker came to Atlanta for a forum with former President Jimmy Carter at the Carter Presidential Library. Having not met Senator Baker prior to the forum, I just wanted to shake his hand. I was certain he would have no idea who I was. I introduced myself thinking I would just move along the receiving line. Instead, he grasped my hand and told me he had heard about how I was building a residential mortgage practice in the firm and that he appreciated what he called “my vision.” He shared some other words of wisdom that I continue to hold dear. I was flabbergasted that he would know my name, much less the particulars of my practice. I was honored that such a great man would take a few minutes to encourage me and I will treasure the guidance he gave me that evening. I am saddened by this great loss to our firm.



**Donna Fraiche**  
Shareholder  
New Orleans

I remember when Senator Baker and Lewie Donelson came to New Orleans some months after we opened that office and while I was Chair of the World Trade Center in New Orleans. Senator Baker kindly agreed to give a lecture to the crème de la crème of the community, whereupon I had the privilege of introducing him. He was as bright and spry a leader as I had ever met. I asked Senator Baker with whom did he wish to dine, and, gracious to a fault, asked if I could invite his dear and old friend (now deceased) Ambassador Lindy Boggs whom he

knew well from days in D.C. when her deceased husband, Speaker of the House Hale Boggs, officed next door to his father in the Capitol. In a private dining room at Antoine’s I learned more about the history of the U.S. and our forbearers than any history lesson I ever attended. Some months later, Katrina struck and the Japanese Consulate (the oldest in New Orleans) had to be relocated to Nashville. The Consul General, through the intercession of Senator Baker, was influential in having me appointed as the Honorary Consul General of Japan at New Orleans. Needless to say, that position has changed my life and my diplomatic experience to that point in my life. I was honored and mentored by Senator Baker and his dear friends thereafter about proper protocol and the relationship with our Japanese ally. I am eternally grateful for this opportunity to have known a truly great leader, the former Ambassador of Japan, who was one of the most remarkable people I have ever known. He will be missed. Our world was a better place because he was in it. My world has become a better place because of his influence and assistance to me.



**Susan Rich**  
Shareholder  
Chattanooga

As “important” as he was, Senator Baker was always a “firm first” guy. He never hesitated to help any one of us – no matter how large or small the issue. He would come to client meetings to help. He would advise on how best to handle situations and would make himself available for any opportunity the firm might have with friends and clients. He was down-to-earth and approachable and cared about the firm and the firm’s clients. He was all about service. ■

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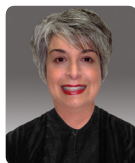
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## Time Saver Savvy – Helpful Tips for the Busy Professional

*“Things will be missed, but it is how you handle what was missed that matters.”*



**Marla Wolfe**  
**Of Counsel**  
 Washington, D.C.

A colleague and I took a seminar on time management for working mothers some 20 years ago. We met each other at the hotel conference room, rushing in at the last minute just as did every other woman in attendance – approximately 300 women with pen in hand anxiously awaiting to learn how to more easily manage their lives. You could almost feel the anticipation in the room, which was filled to maximum occupancy with professional women, each one in search of the “magic” to do it all.

A cacophony of high pitched squeaks as the women took their spots among the metal folding chair and voices mumbling, “excuse me,” were the only audible sounds in the room. Then it dawned on me that these women were purposefully not making eye contact. The registration table supplied no name tags, no networking breaks in the program agenda and no refreshments. It was a room full of women who all appeared somewhat uncomfortable or shamefaced in body language or facial expression. There was concern that a woman’s attendance could be perceived as a negative because, by merely attending, each woman was making a one sentence silent confession, first to herself, and then symbolically screaming out to the others, “I cannot keep it all together.”

The speaker began and you could have dropped a pin in the room as each woman, with pen in hand, readied herself to learn the magic of being woman, wife, mother, partner, daughter, sister... yearning to achieve and maintain that “perfect balance” thought to truly symbolize “success” in each area of their lives. It was not enough to be an educated woman working as a lawyer, or the mother of two healthy boys, or the daughter of parents that Tom Brokaw identified as “the greatest generation,” or being married to a hands-on dad. Seemingly “having it all” still left me lacking for something, in that I also wanted to have it all run perfectly. And for a few hours of my time, which was a major decision to begin with, and a registration fee which I paid for myself because I could not possibly have my employer see me as lacking, I was ready to take notes and learn the magic!

Sadly, such was not the case, as the speaker began by chastising us for “wanting it all” and told us that we have no one to blame but ourselves for any discord in our lives while running ourselves ragged in trying to keep every aspect of our lives afloat. At that moment, audible sounds resonated as pens dropped to tablets and audible gasps ensued filling the room.

My message is simple in that there is no magic to existing in today’s world without experiencing the anxiety that comes with feeling overwhelmed from time to time. And yes, as a mentor once told me, “things will be missed, but it is how you handle what was missed that matters.” We no longer have to rely upon handwritten calendars for planning and scheduling. Technology abounds in reminding us of every client meeting, personal appointments, the school play and so on. Yet the anxiety and exhaustion remains, and for many, the detailed time management only serves to impose more stress as it is constantly in our faces.

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## BAKER DONELSON Women's Initiative

Issue 2, 2014

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### Time Saver Savvy, *continued*



I did learn something from that seminar that I still practice today: open your mail over the recycle bin. It helps to alleviate those piles of junk that seem to hang around forever and it is somewhat freeing. At home, I do this on the way back from the mailbox, keeping junk mail from ever entering the house. At work, I do the same with snail mail and I try to scan it to myself as quickly as possible to discard hard copies that need not be retained. Just as with the old handwritten planners, the information you scan and store is only as good as your ability to retrieve it when needed. So, right clicking to make a new folder with a label meaningful to you takes care of that. Drag the scans into the folder, and if you take the time to rename the scan you will be able to locate it more quickly in a keyword search.



If you copy your folders to the cloud, you will always have access to them, as only an Internet connection is necessary. In this way you are not relying on a third-party program, such as Citrix, to access your company documents. This has saved me time and time again in being able to retrieve information from files not in hand. I am a syncing maniac, syncing my calendar with my phone, my computer, the cloud, my iPad and my personal computer. I also record family appointments in addition to business matters. This way I am

better able to schedule a client meeting when I first identify the need without the added steps of emailing back and forth or exchanging telephone calls, and I can avoid scheduling a settlement conference right after a personal appointment leaving no time to prepare. Having it all synced everywhere alleviates wasted time and energy in agonizing over what I may have forgotten. And I must confess that I use the calendar/appointment request process to make my husband aware of school events and family appointments so that these things are forced to be on his radar, regardless of which one of us is "covering" the activity. I find this to be very helpful in alleviating much of the frustration surrounding marital communications, because "it's on your calendar" sounds much better than "I told you three times. How could you forget?"



Most importantly, don't beat yourself up for mishaps. They happen to all of us. We are not machines. I suggest working to find peace within yourself as "things will be missed, but it is how you handle what was missed that matters." Let go of the past and work on strategies to handle what may be missed in the future. ■



### We'd love to hear your ideas!

[Click here](#) to comment on our thread. We'll feature some of your ideas in upcoming issues.



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## BAKER DONELSON Women's Initiative

Issue 2, 2014

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### On My Bookshelf: A Book Review



**Casey Parker**  
Attorney  
Nashville

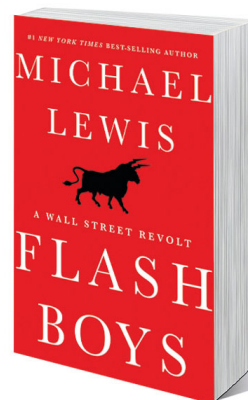
This month, I read Michael Lewis' most recent book, *Flash Boys*. In it, Lewis exposes Wall Street's newest breed of scammers: high-frequency traders (HFTs).

In the spring of 2007, Brad Katsuyama, a successful New York banker at the Royal Bank of Canada (RBC), thought something was wrong with his computer. He was trying to buy 10,000 shares of Intel, offered at \$22. But the moment he pushed the "buy" button on his computer, the offers disappeared and eventually reappeared at a slightly higher price. What started as a frustrated call to his IT department ended with Katsuyama obsessively uncovering the world of Wall Street's HFTs.

***In it, Lewis exposes Wall Street's newest breed of scammers: high-frequency traders (HFTs).***

Before the advent of computers, if an investor wanted to buy or sell a stock, he would call a broker, who would find a way to execute the

trade by talking to other brokers. The arrival of computerized exchanges, however, eliminated human beings from the process. Instead, bids and offers are now matched by computer servers.



Today, if you place an order for 1,000 shares of Intel, it pings from exchange to exchange (there are currently at least 13 public exchanges) claiming a few shares at each stop, seeking the best price

until the order is completed. But the moment that your order hits the first exchange, the HFTs see it, and they race ahead to the other exchanges, buy the stock you want, and sell it back to you for more than you intended to pay. The result is that in fractions of a second, buyers, like your very own mutual fund, are swindled. Upon discovering the ploy of HFTs, Katsuyama left his lucrative position with RBC to assemble a team of talented misfits to form their own transparent exchange, called the Investors Exchange, or IEX.

*Continued*



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## On My Bookshelf: A Book Review, *continued*

In *Flash Boys*, like all of his books, Michael Lewis tells the story of HFTs through anecdotes from colorful characters like Katsuyama. The result is an entertaining and accessible story about a highly complex (and legal!) aspect of our country's financial markets.

The book is one-sided, but compelling. As the *Wall Street Journal* book review points out, the HFTs themselves are notably silent in this book and, "there are reasonable arguments to be made that the frenetic trading by HFTs leads to greater liquidity and more efficient pricing."

Admittedly, I liked this book less than Lewis' other Wall Street exposés, *Liar's Poker*, *The Big Short* and *Boomerang*. But, on the whole, I think

it is a great book with a potentially resounding legal effect on the securities industry. According to one report, in the week of its publication, inquiries into high-frequency trading were announced by the Department of Justice, the Federal Bureau of Investigation, the Securities and Exchange Commission, the New York Attorney General, the Commodities Futures Trading Commission and the European Union. So it might be a particularly important read for those of us in corporate practice or financial institutions litigation. ■

## What do you think?

Do you have a recommendation for a book we should review?

[Click here](#) to comment and make suggestions for future book reviews.



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## BAKER DONELSON

### Women's Initiative

Issue 2, 2014

This is an advertisement.

## Healthy Habits: Women & Water



**Meghan Morgan**

Associate

Knoxville



**“Water is the driving force of nature.” - Leonardo Da Vinci**

Did you know that more than half of the human body is made up of water? That is not fat, not muscle, but purely water – simple H<sub>2</sub>O. As a result of our body composition, hydration is key to the maintenance of optimal health. Losing even a small amount of water, as little as two percent of our body weight, can have serious health consequences.

Dehydration can cause muscle cramps, fatigue, headaches, loss of memory, and can, in drastic situations, result in death. In the long term, infrequent water intake has been linked to problems such as kidney stones, urinary tract infections and prolonged labor in pregnant women. Research suggests that mild dehydration, which may not even make you thirsty, can increase stress and anxiety. While scientists are still trying to determine the causation, they suspect that lack of water affects nerve cells that control mood and behavior.

While we have often heard that women should have eight glasses of water a day, that amount may not be sufficient for every person. In general, the Institute of Medicine recommends that the average woman get at least 11.4 cups of water a day, which includes fluids from food. On average, a person will eat around 20 percent of their daily-recommended water intake from foods like tomatoes (94 percent water), strawberries (92 percent water), zucchini (95 percent water) and cucumbers (96 percent water). In order to

maintain optimal health, we should focus on hydration and continue to drink water both during meals and outside of meals as well.

In general, the Institute of Medicine recommends that the average woman get at least 11.4 cups of water a day, which includes fluids from food.

When exercising, the American College of Sports Medicine has recommended pre-hydrating or drinking 16 ounces of water four hours before exercise. Of course, things like the intensity of your workout and the temperature outside affect the amount of water that you should be drinking. Here are some tips:

- Don't rely on thirst as an indicator for your body's need for fluids. By the time you are thirsty, you are already dehydrated.
- In general, drink as much fluid as you can tolerate before, during and after exercise. Drinking small amounts of fluids throughout the day usually works better than large amounts once or twice.
- General guidelines for fluid intake are two to three cups about two hours before exercise, one cup five to ten minutes before exercise, one cup every 20 minutes during exercise if it is warm.

*Continued*

### What are some of your favorite health tips?

**Click here** to suggest health tips for future issues.



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## Healthy Habits: Women & Water, *continued*

- Drinking cool fluids is more effective than pouring cool fluids over one's head when dealing with hot temperatures.
- Proper hydration should result in pale yellow urine. If urine is darker than pale yellow, you need more water. Consistently crystal-clear urine means you are trying too hard to hydrate.
- As always, if you have health conditions such as congestive heart failure or certain kinds of kidney disease, it may be important to limit fluid intake. In such as circumstance, you should consult your doctor about how much water is appropriate.

In an effort to encourage hydration, below are links to recipes from *Women's Health* magazine, which are packed with hydrating fruits and vegetables, perfect for hot summer days and to encourage additional fluid intake. Additionally, they are good for busy women wanting to make healthy and varied family meals!



**Tabbouleh with Fruit:** Enjoy this versatile, fruit-packed dish as an entrée, side or even a satisfying breakfast. **Hydration helpers:**

tomato (94 percent water), strawberries (92 percent water), cantaloupe (90 percent water), raspberries (87 percent water)

**Tomato Watermelon Salad:** A perfect mix of savory and sweet, this summery salad is a welcome break from lettuce and spinach. **Hydration helpers:** tomato (94 percent water), watermelon (92 percent water)

**Tuscan Baked Zucchini:** All the flavor of a hearty Italian meal, minus the meat. **Hydration helper:** zucchini (95 percent water)

**Heirloom Tomato and Eggplant Stacks:** These colorful towers of tomato, eggplant and goat cheese are instant crowd pleasers. **Hydration helpers:** tomato (94 percent water), eggplant (92 percent water)

**Cucumber Honey Mint Ice:** Cool off with this slimming summer treat – a serving is less than 70 calories. **Hydration helper:** cucumbers (96 percent water)

### **Resources:**

*Women's Health*, Laura Bell, June 18, 2013, How to Stay Hydrated.

*Women's Health*, Hollis Templeton, July 30, 2012, 5 Recipes to Help You Stay Hydrated.

WebMD, Even Mild Dehydration May Cause Emotional, Physical Problems, January 20, 2012. <http://www.webmd.com/women/news/20120120/even-mild-dehydration-may-cause-emotional-physical-problems> ■



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## City Spotlight: New Orleans



**Kathlyn Perez**  
Associate  
New Orleans

### **New Orleans Women's Initiative Kicks Off "Women on Wednesdays"**

The New Orleans Women's Initiative kicked off "Women on Wednesdays," a series of four events to address strategies for better living. The first event on April 30 featured a dynamic panel discussion, moderated by Baker Donelson Shareholder Nancy Degan, delving into Sheryl Sandberg's best seller, *Lean In*. The distinguished panel featured local women in business and law including Susan Broussard, chief counsel for Capital One Bank; Simone Bruni, president of Demo Diva Demolition; Courtney Garrett, senior vice president and CFO of Children's Hospital in New Orleans; Michelle Hayes of the Veteran Employment Services Office; and Jan Hayden, shareholder at Baker Donelson.

In their answers to questions regarding taking risks, gender stereotypes, working in male-dominated industries, mentoring and balancing their personal and professional lives, the panelists shared their tips and strategies for success. From the lengthy and helpful list, the New Orleans Women's Initiative identified the "top ten" tips:

1. "Own" your career and success.
2. Welcome opportunity: don't wait until you are ready to seek or accept a promotion.
3. Be confident and get comfortable with self-promotion.
4. Be ready with a practiced elevator speech.

5. Make the "ask" (for a job, a client, an assignment or a promotion) and back it up with reasons.
6. You will never know everything and you don't have to.
7. If you make a mistake, don't be defensive, make excuses or blame someone else: just fix it!
8. Be courageous: fight for yourself and do right by others.
9. Try for work/life balance.
10. Trust your instincts: you are best-suited to make decisions about your life and career.

Join our New Orleans women attorneys for the upcoming Women on Wednesday sessions:

**Session Three – Girl Power: How to be Street Smart**, on August 27, 2014.

Please [register online](#) or email [rsvp@bakerdonelson.com](mailto:rsvp@bakerdonelson.com). ■



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## BAKER DONELSON Women's Initiative

Issue 2, 2014

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*Carla Peacher-Ryan accepts Susan E. Rich Women's Initiative Award*

### Honoring Our Women

#### Carla Peacher-Ryan

In 2011, the Baker Donelson Women's Initiative created the Susan E. Rich Women's Initiative Award, to be presented annually to a person in the Firm who has demonstrated an unflagging commitment to the advancement of women at Baker Donelson, as well as to women's issues generally. We are pleased to announce that the recipient of this year's Susan E. Rich Women's Initiative Award is [Carla Peacher-Ryan](#).

Carla joined the Firm in 1984 after earning her J.D. at the University of Memphis. Following law school, she spent a year clerking for the Honorable Charles E. Nearn at the Tennessee Court of Appeals.

While not the first woman attorney hired at Baker Donelson, she was the first one to become pregnant while working at the Firm, and was given the assignment of designing the Firm's maternity leave policy for attorneys. Carla also set the example of how to successfully combine motherhood with the high-pressure practice of corporate law, making her a continuing role model for the female attorneys who have followed.

Carla has been at the forefront of helping recruit the best and the brightest attorneys, especially women. She realized early on the importance of flexibility in women's work lives, and convinced management that establishing flexible work arrangements was key to attracting the top female talent. Baker Donelson Shareholder [Anne Mathes](#) and alumnus Desi Franklin (now senior vice president and assistant general counsel for First Horizon National Corporation) are just a few of the attorneys who have benefited from Carla's efforts in this area. She was an early proponent of what was later formalized into the Firm's Women's Initiative, and has supported similar efforts with some of our major clients, recognizing the important role women have played in maintaining the client relationships.



Giving of herself to causes she believes in has always been a top priority for Carla. Among these was serving on the Community Legal Center board of directors, one year as president; on the advisory board of the Benjamin L. Hooks Institute for Social Change, for which she was awarded a Certificate of Recognition for pro bono work representing the Fayette County Civil Rights Museum; and on the Tennessee Bar Association's Access to Justice Committee. She is also very active in the community-oriented work of her church, First Congregational, recently serving as head of the Finance Committee.

Carla has a reputation for mentoring young attorneys, both male and female, and maintains an open door policy, which is appreciated and frequently taken advantage of by both "old" and "new" attorneys seeking advice or just a willing listener. Baker Donelson Shareholder [Mary Ann Jackson](#) said of her, "Carla has been and continues to be a sounding board and mentor to many

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## BAKER DONELSON Women's Initiative

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### Honoring Our Women, *continued*

of us – men and women alike. She is a voice of reason and compassion.”

She has also, on more than one occasion, played successful matchmaker for her fellow attorneys, leading her to laughingly call herself Baker Donelson’s “Yenta.”

Professionally, Carla has been listed in *Best Lawyers in America* since 2007. She was named

the Memphis Real Estate “Lawyer of the Year” in 2012 and the Memphis Securitization and Structured Finance Law “Lawyer of the Year” in 2013 by Best Lawyers.

Carla is the proud wife of Holmes and mother of Molly, 24, and Anna, 16. ■

### New Faces at the Firm



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hile a highly-concerted effort has been made to increase recruiting and promoting women attorneys, the Firm remains diligent in creating new opportunities and proactively seeking ways to better recruit and support women across the Firm.

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## The Baker Donelson Women's Initiative newsletter

Editors:

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We want your feedback!  
Let us know what you  
think and share tips and  
tricks with us [here](#).

## BAKER DONELSON Women's Initiative

Issue 2, 2014

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## Women's Initiative In The News

- **Nancy Degan** spoke with [Tampa Bay Times](#) about Project Help.
- **Nancy Johnson** was quoted on [National Public Radio](#) on Formal Leadership Training for National Leaders.
- **Linda Klein** spoke with [ABA Journal](#) and had a Q&A with attorney at [Law Magazine - Atlanta](#).
- **Monica A. Frois** has been named to the board of managers of the [Hermann-Grima and Gallier Historic Houses](#).
- **Jennifer Cooper** was named to the ACC-Georgia Women's Initiative [Steering Committee](#).
- **Ellen Tauscher** spoke with [Textiles Update](#) and [The Press Democrat](#) about Bangladeshi worker safety, and comments on the efforts since Rana Plaza factory collapse in [The Press Democrat](#).
- **Kelly Overstreet Johnson, Dena Sokolow** and the new Tallahassee office were highlighted by [Law360](#).
- **Natalie Bolling, Alisa Chestler, Jennifer Hall, Christie Hayes** and **Erin Pelleteri** were announced as [newly elected shareholders](#).
- **Alisa Chestler** spoke with [Health IT Security](#), [Law360](#) and [ACP Internist](#) about HIPAA and electronic health records.
- **Donna Fraiche** was named recipient of the [2014 Esprit de Femme Award](#).
- **Mary Wu** was interviewed on [WREG News Channel 3](#) regarding legal lines.
- **Andrea Powers** recently spoke with [Inside Health Policy](#), [Entrepreneur](#) and [WK-EDGE](#) about the Affordable Care Act.
- **Gina Greenwood** was quoted in [Las Vegas Review-Journal](#) on enforcement of EMTALA.
- **Lisa Borden** spoke with the [Anniston Star](#) about part-time judges' responsibility for defendants' rights.
- **Sheila Burke** was recently profiled in the [Washington Business Journal](#), [DC Legal Bisnow](#) and [CQ Weekly](#).
- **Anne Mitchell** was featured in [B-Metro Magazine's](#) Top Flight Lawyers 2014.
- **Mabel Arroyo** and **Christy Crider** were profiled in the [Nashville Ledger](#).

