

Four Women Join Milbank's Partnership Ranks

Recently, Milbank named four women to its partnership ranks, **Jacqueline Chan, Atara Miller, Jane Morgan** and **Deborah Festa**. We spoke to each of these women and asked them about their career progression and motivations.

Jacqueline Chan joined Milbank in Hong Kong as an associate in 2002 and was named partner in the Singapore office in January, 2012. As the daughter of a lawyer with an affinity for the "art of debate," a career in the law was Jacqueline's destiny. Jacqueline advises on a range of international corporate and commercial finance and merger-and-acquisition transactions. She leads and structures complex transactions for clients in Southeast Asia and elsewhere, requiring long hours and frequent travel. Jacqueline emphasized the importance of being flexible and loving what you do as key to her success.



In January, **Atara Miller** was named partner and it's also the month she had an oral argument before the 11th Circuit in a bankruptcy case she litigated through trial and two appeals. Her other big case, representing BMI against virtually the entire TV broadcast industry, has a pre-trial conference the first week in June, with a three-week trial in July. Atara has been integral in the firm's broader efforts to retain and advance women attorneys by acting as a founding member of Milbank's Women's Affinity Group. She is the new co-chair of the Balance@Milbank joint subcommittee of the Women's Initiative and Associate Life Committee. Atara was a summer associate at Milbank in 2001 and joined the firm as an associate in 2002.

Jane Morgan joined Milbank as a partner and senior member of the firm's Corporate Group this past fall. She was previously a partner at Weil, Gotshal & Manges LLP. Jane's practice focuses on representing private equity firms and their portfolio companies and financial services companies on merger and acquisition transactions. In addition, she is experienced in the purchase and sale of lending and leasing companies and portfolios of financial assets. Jane chose a career in law because she believed that her competitive nature, combined with her empathic and collaborative style, would work well in building strong client relationships. Throughout her career, Jane also found that being nimble in juggling competing demands has enabled her to forge strong relationships with her clients and colleagues, which has been pivotal to her success. To Jane, liking who you work with is as important as having a passion for what you do, which is why our "small" big firm is lucky to have Jane come aboard.



Deborah Festa joined the firm's Los Angeles office in January. Previously a partner with O'Melveny & Myers LLP, Deborah regularly advises investment managers in strategies and transactions designed to augment and protect their assets. She has an extensive background in complex securitization transactions, and counseling clients on compliance with provisions of the Dodd-Frank Wall Street Reform and Consumer Protection Act and pertinent SEC rules and regulations. Deborah is fluent in French and sits on the board of the Southern California Phi Beta Kappa Alumni Society.

The Women's Initiative has a strengthening presence in all Milbank offices worldwide. Interested in getting more involved? I invite you to join a Women's Initiative Subcommittee! Our four subcommittees on Professional Development, Recruiting, Balance@Milbank and Communications/Speaker Series meet frequently and are open to all Milbank attorneys. They provide opportunities to work on a variety of projects and to get to know other Milbank lawyers. (Did someone say networking?)

We've kicked off 2012 with a host of exciting plans for the year ahead, including a new professional development brown bag lunch series, a law school outreach program to pique the interest of women law students, a topic-oriented work/life balance discussion group and more speaker series panels and presentations. Visit the Women's Initiative Intranet site for the most up-to-date information on upcoming events and related news. The site is easily accessible via the "women's initiative" link on the top of the Daily Bulletin.

Want to join a subcommittee? Please mail us at milbankwi@milbank.com.

*Stacey J. Rappaport, Chair
Milbank Women's Initiative*

**We want to hear from you.
You can write to us at
milbankwi@milbank.com**

If You Teach a Woman to Fish . . . AJWS Creating Change With A Lasting Effect

On January 19, Ruth Messenger, president of American Jewish World Service (AJWS), spoke to Milbankers about AJWS' efforts to empower communities and create lasting, sustainable change. Unlike many philanthropic groups that focus on simply donating money or supplies, AJWS helps local leaders obtain needed resources to further their grassroots efforts. Whether it's tangibles like project funding supplies or land, or intangibles, like education and access to decision-making power, AJWS facilitates community change through supporting community leaders.

Messenger talked about AJWS' efforts to assist women who are far more likely than men to be poor, malnourished and illiterate. As many as 70% of the global poor are women, and their poverty is exacerbated by alarming levels of violence, disease and discrimination. Yet, as Messenger mentioned, women are effective agents for change and are behind some of the most successful movements for human rights worldwide. Most of AJWS' grantees are women.



Left to right: Kate Rhodes, Scott Edelman (Milbank); Ruth Messenger (AJWS); Stacey J. Rappaport (Milbank)

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The Fun of Wearing Two Hats

Mitsuru Claire Chino, Corporate Counsel at Itochu International Inc., Speaks to Milbankers



Left to right: Dan Bartfeld (Milbank), Keisuke Nomura, Mitsuru Claire Chino (Itochu International Inc.); Candace Ota, Stacey J. Rappaport, David Wolfson (Milbank)

Mitsuru Claire Chino, Corporate Counsel at Itochu Corporation, joined the Women's Initiative for a Speaker Series luncheon this past December where she discussed "the fun of wearing two hats." Itochu Corporation is currently the fourth largest trading company in Japan, with its headquarters in Tokyo, and is a valued and long-standing client of the Firm.

Previously a partner at an international law firm, Chino spoke of her role as in-house counsel being both the "accelerator and the brake" and how her role has expanded to both lawyer and business woman. She also provided guidance on what corporate clients appreciate from their law firms, which included simplifying, synthesizing and most importantly, removing "legalese" from documents to make for a "usable piece of work."

When asked about the role she plays in helping advance women of Japan, Chino spoke of the commitment she made at the World Economic Forum in 2002 to increase representation of women in trading companies and in leadership in Japan as a whole.

Since then, she's created and implemented programs and policies to help attract and retain women at Itochu Corporation including mentoring programs, generous leave policies and flexible work schedules.

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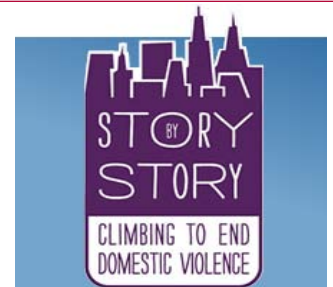
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During her session, Messenger highlighted the galvanization of Liberian women by a female community leader who eventually won the Nobel peace prize, the effect Western innovations have had on the environment, the changing of land rights laws in Nicaragua, and a new initiative that enables best practice sharing among AJWS grantees. When asked, "What can we do to help?" Messenger invited each person in the room to join her on the ground or to work with legislatures to help the disadvantaged. To learn more about the AJWS or to get involved, visit their website at <http://ajws.org>.

Ending Domestic Violence Story by Story, Case by Case

When over 1,000 supporters of InMotion climbed the stairs of a 42-story skyscraper in Times Square, a Milbank team joined in the arduous ascent. This was the second year in a row that Milbank participated in "Story by Story," an InMotion fundraiser to end domestic violence. Milbank is also an active and long-time supporter of InMotion through our pro bono program, in which attorneys help women referred by InMotion to obtain divorces so that they can start new lives. Assistance with uncontested divorces is one of the many ways in which InMotion meets the challenging needs of low-income women in abusive relationships.

To learn more about InMotion, visit their website or to get involved with Milbank's work with InMotion, contact Tony Cassino.



Relax, Listen and Relate: Key Themes for Positioning Yourself for Success



Jane Morgan, Atara Miller



A large and enthusiastic group of women lawyers practiced the art of the "elevator pitch" in our 53rd floor lounge in New York. An elevator would have been far too small for the event, an informal follow-through on the training provided last year by outside consultant Jane DiRenzo Pigott.

The "pitch party" kicked off with remarks by Elizabeth Besio Hardin, a partner in the Alternative Investments Practice Group in New York and a member of the Women's Initiative Committee. Elizabeth offered her perspective on how to make a great first impression, and start a meaningful connection with a prospective client. Skillfully demonstrating her advice, Elizabeth conveyed the importance of confidence, in body language and tone, supplemented by critical listening. Atara Miller, a litigator recently elected to the partnership, then illustrated this message in a conversation with Jane Morgan, a new partner in the Firm's Corporate Group.

After the introduction, participants broke out into small groups comprising attorneys from varied practice groups. Over delicious tapas and white sangria, each participant then introduced herself, her specialty and her recent accomplishments to her rapt audience. "We should do this more often!" some exclaimed. We agree! We're already brainstorming about the next pitch party.

Milbank Children's Holiday Party December 2011



The Milbank Children's Holiday Party, hosted by the Women's Initiative and Associate Life Committees.

The mission of Milbank's Women's Initiative is to create a foundation that supports and promotes an environment rich with opportunities for our women lawyers to build strong careers and achieve their full potential.