

Alumni@Dentons

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IN THIS ISSUE

02

Message from Mike McNamara and Mary Wilson

03

Highlights: COVID-19: How Dentons is helping clients

05

Golden Spike: Laying the foundation for the new US Region and a truly national law firm

06

Sector Spotlight: Global Private Services

06

Legal Tech: Nextlaw Government

07

Careers: Recommended Reading, Recent Laterals, Opportunities

08

Diversity and Inclusion: Black History Month, International Women's Day

09

Kudos: Dentons names 23 new partners, 5 new counsel, WomenLEAD Awards

11

In Memoriam: Michael H. Barr

We are pleased to share with our extended Dentons US family this issue of Alumni@Dentons.

Drop us a line at alumni@dentons.com and let us know what you liked about this edition and what you would like to see in the future. Also, keep us posted on what you have been up to and we will be happy to share it in our next issue.

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Thank you for this valuable tool that provides precise information about the legal situation in our country. It will certainly be helpful.

– Global business consulting, information technology and outsourcing company on Dentons COVID-19 hub

Message from Mike McNamara and Mary Wilson

As extended members of the Dentons family, we hope that this newsletter finds you and your families well during this challenging time.

One of Dentons' core values is being in and of the communities in which we serve clients. If there were ever a time we need community, it is now. We are committed to working together to create solutions to issues we never thought we would face, with the hope that when we emerge on the other side, we will be stronger for it.

Over the past few weeks our primary goals have been to ensure the safety and welfare of our Dentons' family, along with our ability to continue to deliver exceptional client service. As of now, virtually all Dentons personnel in the US Region are working remotely to serve clients. Many of our teams have created tools and materials to make that transition as seamless and easy as possible. Among many other initiatives designed to assist and protect our people, we have implemented proactive steps to ensure the continued financial resiliency of the Firm and our people throughout the evolving situation. The strength of our Firm is with the individuals who have collectively come together during this unparalleled pandemic.

Dentons is engaged in assisting our clients in mitigating and managing this crisis. In this edition of *Alumni@Dentons*, we highlight how we have responded to help our clients, our colleagues and our communities.

If there is anything we can do to help you during these difficult times, please reach out to us or anyone at the Firm.

We wish you, and your families, good health and well-being.



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Highlight

COVID-19: How Dentons is helping clients and our communities

Dentons has seen first-hand how the global pandemic impacts us all. The coronavirus has reached all of the regions where Dentons operates, and we have responded to help clients navigate challenges.

COVID-19 Answering the Call and Providing the Necessary Tools and Resources

As soon as the COVID-19 threat became palpable, Dentons' global leadership team activated a Pandemic Preparedness Task Force that has met daily to address the unfolding crisis and works closely with regional counterparts. Dentons US modified its business processes, workflows and supporting technology to minimize operational disruption in the face of city-wide lockdowns, travel restrictions and social distancing campaigns.

We also recognized that new tools and resources would be needed by our clients to help them navigate the pandemic's legal and business challenges. Our [COVID-19 Hub](#) was created to respond to those needs and continues to evolve. The site, which has been visited by more than 30,000 users to date, includes:

- More than 500 articles and insights, searchable by country and sector, on topics ranging from the US Treasury's small business relief program to COVID-19's impact on the UK's insurance industry
 - [A Global Labor and Employment Law Tracker](#)
 - [A Global Tax Tracker](#)
 - [A US COVID-19 50-State Tracker](#), a database of state and local government directives (including links) on business shutdowns, school closures and other limits on close contact; tax relief measures; emergency funding sources, and

A very comprehensive tool for the management of the crisis with various legal information on how to manage this exceptional situation. A robust source of information for all of us.

– Global biopharmaceutical company

modified government services, including court closings and suspended legislative sessions. Soon to be added: sections on electronic notarization, mortgage and rent payment relief, and telemedicine/telehealth.

- Sub hubs on [Competition and Antitrust](#), [Data Privacy](#), [Force Majeure](#) and [Agile Working](#)
- Webinar recordings and information on upcoming webinars
- Direct email access to the Firm's Global Pandemic Preparedness Task Force. The task force shares information from leading health authorities, governments, businesses and consultants, ensuring that we can help our clients manage and mitigate the pandemic's impact on their operations.
- Access to Dentons' Nextlaw InHouse-team of more than 60 former general counsel who have steered leading corporations through such crises as 9/11, the BP oil spill and the 2008 financial crisis.

Through all of this, the resiliency and creativity on display has been amazing. We are reminded daily how capable we can be when working together.

I think the hub is an amazing tool.

– Global media company

How Dentons is responding to our people and our communities

The Firm's preparedness and understanding of the evolving impact of COVID-19 allowed Dentons US to activate our business continuity and remote working plan earlier than many. Following a series of successful test runs, the Firm began shifting offices into remote working status in March and currently has about 2,000 people working remotely across the US.

Meanwhile, the Business Technology Training team has been offering numerous demonstrations on topics, such as Skype, BlueJeans, DocuSign, Nuance PDFs, drawing more than 500 attendees; launched Coffee Breaks With IT (employees can connect to a virtual classroom and ask a trainer questions on specific IT topics); and created numerous Tips and Quick Reference Cards that have gotten almost 1,000 views.

We continue to support our colleagues by:

- Creating a wide range of resources, including remote work centers, that have helped our lawyers, professionals and staff transition to their new working environments, while maintaining the high level of service our clients expect
- Hosting regular meetings with Firm leadership that bring together Dentons colleagues from across the US region to help them stay informed, connected and positive
- Using region-wide newsletters, to share updates and tips on agile working, personal health and wellness, maintaining social connections and other issues that have developed as the pandemic continues its spread

While the pandemic is taking a toll on everyone, certain people and populations are being hit much harder than others and Dentons is channeling its extensive pro bono resources to aid those most in need. Some recent efforts include:

- Helping small businesses access low-interest loans to ride out the pandemic
- Advising nonprofits on employment, real estate and other legal issues related to COVID-19
- Researching laws and policies, across jurisdictions, on epidemic prevention and control, and sharing this research to help build stronger public health policy
- Securing an order to close the Illinois prison system to nearly all new entrants in an effort to slow the spread of the virus
- Providing financial support and volunteer time to healthcare facilities, including contributing thousands of N95 masks and other personal protection equipment to hospital systems that have been overwhelmed by COVID-19 cases

Some recent or ongoing representations directly related to COVID-19 include:

- Helping the State of California keep two hospitals in Chapter 11 operating, arguing their closure would make it more difficult to treat future coronavirus cases.
- Representing pharmaceutical companies in legal work relating to the development of COVID-19 treatments and vaccines
- Representing a university in negotiating a lease agreement for the use of its dormitories with a large health system in need of space to house medical professionals on the front lines of the battle with coronavirus
- Obtaining a green card for a key employee of a global manufacturing company. The employee, a supply chain manager, has kept North American plants open and operating, ensuring continuity of delivery of medical and pharmaceutical products
- Assisting a ventilator manufacturer with capital-raising by increasing the size of a trade receivables securitization
- Helping distillery companies divert existing alcohol inventory and distilling capacity to produce hand sanitizer, which included securing licenses to produce "health" products and approvals for the health claims on the packaging, and advising on excise tax reporting issues
- Providing regulatory advice to a cloud-based supply chain management service that keeps goods moving across 75 countries for such COVID-19-critical industries as medicine/pharmaceuticals, medical products and consumer cleaning supplies

Golden Spike: Laying the foundation for our truly national law firm

This is an exciting time for Dentons US. On January 27, the Firm formerly announced the official launch of its first multi-firm combination—with Bingham Greenebaum Doll, now Dentons Bingham Greenebaum, and Cohen & Grigsby, now Dentons Cohen & Grigsby—through Project Golden Spike. Like the ceremonial spike driven to mark completion of the transcontinental railroad, this combination is the first step toward Dentons' ultimate goal of building a US presence as expansive as the Firm's global footprint, elevating our ability to serve clients across the nation and around the world.

The combination provides clients of all three firms access to more talent in more places. Dentons is now in 33 locations, including 9 of the 10 largest markets and 14 of the top 20 markets. And with more than 1,100 lawyers (1,500 total timekeepers), we are now the 10th largest law firm in the US.

The unique partnership model is designed to meet clients' need for law firms sufficiently scaled to support the myriad specialties they demand, and their desire to reduce the number of firms they use. But it also builds on the success of Dentons' global polycentric model, with each firm retaining its defining characteristics and ability to provide in-and-of-the-community insight while leveraging each other's practice strengths and resources.

Enhancing existing capabilities and adding new ones

Combining highly-regarded practices in Bankruptcy, Corporate, Venture Tech/Emerging Businesses, Employee Benefits, Energy, Financial Services, Global Mobility, IP, Labor and Employment, M&A, Private Equity, Real Estate, and Trusts, Estates and Wealth Management instantly enhanced their breadth, depth and geographic reach.

But just as important are the strengths specific to our respective firms which can now be leveraged to the advantage of all. More than 50 practices, subpractices, sectors and segments fall into this category. Some examples include:

- **Food and Beverage:** From their offices in the heart of bourbon country, several new Golden Spike colleagues have done extensive work in all areas related to distillery and brewery development. Their specialized/local/powerhouse expertise pairs nicely with Dentons' US national Food and Beverage practice.

- **Equine:** Mapping to our capabilities in debt and equity syndication, we add stallion syndication, as well as foal-sharing and mare leasing. Our new Equine Law colleagues also bring experience in partnership and LLC formation, tax and estate planning, real estate and environmental law, and contract dispute resolution.

- **Charities and Nonprofit Taxation:** Dentons' Charities and Nonprofit Taxation group has grown with the addition of lawyers in Pittsburgh and Louisville and will continue to address the specific legal and tax compliance needs of a variety of tax-exempt organizations, including establishing a nonprofit entity, applying for tax-exempt status, and resolving issues relating to obtainment and retention of such status.

Sector Spotlight

Global Private Services



Brian Raftery



Rick Ross

Brian Raftery, chair of Dentons' US Trusts Estates and Wealth Preservation practice, and **Rick Ross**, chair of Dentons' global Hotels and Leisure practice recently joined forces to launch and co-lead Global Private Services (GPS), a menu of services tailored to the unique legal and regulatory needs of ultra-high-net-worth individuals and families. The group will advise on the full range of issues they face with respect to both their for-profit and not-for-profit activities, at home and abroad, including: capital preservation and growth, trusts and estates, philanthropy, governance, succession planning, privacy and security (cyber and personal), tax, global mobility and geopolitical risk issues. Several family offices have retained us to serve as their outside general counsel. Already, clients include the family offices of several renowned entrepreneurs and investors, including the founder of a multinational e-commerce company and a Middle Eastern royal family with vast global holdings

As its name indicates, GPS is very much a "global" practice, with partners in all of the world's major financial hubs, including Hong Kong, London, New York and Singapore. The team helps the most mobile stratum of the international wealth community navigate legal/regulatory regimes governing income and inheritance tax, immigration, cross-border investment, real estate and employment law around the world.

Click [here](#) to see our wheel of services and recent experience.

Legal Tech

Nextlaw Government

Dentons and Nextlaw, the Firm's wholly owned subsidiary of innovation, advisory and technology operating units, will launch Nextlaw Government in April. A fully integrated capability that works as part of the Nextlaw Public Affairs Network (NPAN), Nextlaw Government will enable NPAN and Nextlaw Referral Network (NRN) members who have clients facing government-related business challenges to search a curated list of former government, diplomatic and military professionals. Nextlaw has been building a database of these professionals for more than two years.

Many clients of Dentons and NPAN/NRN member firms have told us they want to be able to locate former government officials who transitioned to the private practice of law or a consulting business. Often, these clients require assistance solving a problem or resolving an issue involving a government entity, and wish to enlist the services of

someone with the unique experience and knowledge needed to deftly navigate the system and bureaucracy. Nextlaw Government allows them to do so quickly and easily.

When the feature goes live, users may log in to **Nextlaw Public Affairs Network** with their Dentons credentials; select the icon on the top left (next to the NPAN logo); then click on "search government experience" to get started with Nextlaw Government.



Career Insight

Recommended reading

Dentons Professional Development team recommends these five books to help further your legal career.

- **Point Made: How To Write Like The Nation's Top Advocates** by Ross Guberman

In *Point Made*, legal writing expert Ross Guberman, throws a life preserver to attorneys, who are under more pressure than ever to produce compelling prose. What is the strongest opening for a motion or brief? How to draft winning headings? How to tell a persuasive story when the record is dry and dense? The answers are "more science than art," says Guberman, who has analyzed stellar arguments by distinguished attorneys to develop step-by-step instructions for achieving the results you want.

- **The Articulate Attorney: Public Speaking for Lawyers** by Brian Johnson and Marsha Hunter

Based on three decades of experience in coaching lawyers, Brian k. Johnson and Marsha Hunter address the distinctive communication skills expected of an attorney. This manual of practical, useful solutions integrates cutting-edge discoveries in human factors, linguistics, neuroscience, gesture studies and sports psychology.

- **Emotional Intelligence: Why It Can Matter More Than IQ** by Daniel Coleman

Everyone knows that high IQ is no guarantee of success, happiness or virtue, but until Emotional Intelligence, we could only guess why. Daniel Coleman's brilliant report from the frontiers of psychology and neuroscience offers startling new insight into our "two minds" (the rational and the emotional) and how they together shape our destiny.

- **Smart Collaboration** by Heidi Gardner

In *Smart Collaboration*, Heidi Gardner shows that firms earn higher margins, inspire greater client loyalty, attract and retain the best talent, and gain a competitive edge when specialists collaborate across functional boundaries. A former McKinsey consultant and Harvard Business School professor, has spent over a decade studying global professional service firms. Her research demonstrates clearly and convincingly that collaboration pays, for both professionals and their firms.

- **That's What She Said: What Men Need to Know (and Women Need to Tell Them) About Working Together** by Joanne Lipman

In the No.1 bestselling *That's What She Said*, Joanne Lipman, former editor-in-chief of *USA Today*, offers real-world solutions and a path forward. There's no man-bashing here; Lipman explores how men as well as women can join together to close the gender gap. In this fast-paced book, packed with success stories and the newest data, she offers surprising insights into issues ranging from unconscious bias to child-rearing to gender brain differences, and provides practical tips to eliminate bias both at work and at home.

Recent Laterals

Our Corporate practice welcomed back counsel **Chris Heller** to our Atlanta office.

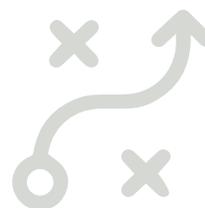
Corporate partner **Linda Parkis** joined our Phoenix office.

Our Insurance Regulatory practice welcomed counsels **Robert Barbarowicz** and **Kathleen McCain** to our Los Angeles office.

Native American Law and Policy group counsel **Scott Sypolt** joined our Chicago office.

Opportunities at Dentons

Visit our website to see the latest opportunities at Dentons.



Diversity and Inclusion

Dentons' Diversity and Inclusion Committee recently marked two important events—Black History Month and International Women's Day—with two highly informative and inspirational programs.

International Women's Day

On March 4, we celebrated International Women's Day with a firm-wide telecast out of New York organized by our WomenLEAD Committee. In a program that was equal parts thought-provoking and inspiring, **Joanne Lipman**, author of ***That's What She Said: What Men Need to Know (and Women Need to Tell Them) About Working Together***, joined Managing Partner **Mary Wilson** for an important conversation about the gender divide and the steps we can all take to close it. A former journalist who has served as chief editor at *USA Today*, the USA Today Network, Conde Nast, and *The Wall Street Journal's Weekend Journal*, Joanne discussed how her background led her to write *That's What She Said*, a best-seller about breaking down gender barriers and overcoming unconscious bias in the workplace. Men can help bridge the gender divide by noticing when they, or other men, interrupt women, Joanne said, citing a study that female US Supreme Court justices are interrupted three times more frequently than their male counterparts. Joanne also pointed to a study showing that when women are a minority in a meeting, their voices literally are not heard. She suggested women counter this by supporting each other's ideas in meetings. Unconscious bias even creeps into performance reviews. Research shows that many male evaluators soft-pedal their criticism of women for fear of hurting their feelings, Joanne said. She also spoke about the need for an intersectional approach to achieving greater inclusivity, and that male-dominated institutions should all perform a gender wage gap analysis that is transparent.

Black History Month



On February 24 our Black Professional Alliance welcomed **Eugene Robinson**, a Pulitzer Prize-winning columnist for *The Washington Post*, a political analyst for MSNBC and author of *Disintegration: The Splintering of Black America* to the Firm for **a wide-ranging conversation** with Dentons US CEO **Mike McNamara**. Held in our Washington, DC, office and broadcast live throughout the Firm, Mr. Robinson addressed diversity and inclusion, civil rights, race relations, the current political climate, the role of news media and effective professional leadership. Drawing upon his professional and personal experiences, Mr. Robinson offered keen insights on the pains of segregation, the substantial progress African-Americans have achieved, and the roles we can all play to eliminate intolerance and bigotry.



(l-r) Diversity and Inclusion Coordinator Valerie Markle; Diversity and Inclusion Manager Emilie Lorieau; Capital Markets Partners Andi Mandel and Maria Livanos; US Managing Partner Mary Wilson; Joanne Lipman; US Diversity and Inclusion Director Lia Dorsey; and Diversity and Inclusion Coordinator Celeste Delbrey.

Kudos!

Dentons congratulates the following new partners and counsel:

Partners	
LEANNA ANDERSON Commercial Litigation Dallas	SARAH ARMEDARIZ Real Estate Kansas City
DEREK AUITO Intellectual Property & Technology Washington, DC	WADE CARR Commercial Litigation Kansas City
BURAE CHO Intellectual Property & Technology Washington, DC	ADAM DUNST Corporate New York
CHRIS ERRICO Venture Technology New York	CHRIS FETZER Public Policy Washington, DC
BENJAMIN FRIEDMAN Trusts, Estates & Wealth Preservation New York	JONATHON JACOBS Real Estate New York
PARKER KUHL Intellectual Property & Technology Denver	REBECCA MERRILL Health Care Atlanta
CHRIS MILENKEVICH Real Estate New York	HELEN OBGARA REEVES Venture Technology New York
KELLEE PADGETT Real Estate Atlanta	JAE PARK Commercial Litigation San Diego
JOHN RHEE Commercial Litigation Honolulu	ANDREW SHAW Public Policy Washington, DC
SUNEET SIDHU Real Estate Atlanta	PETER STOCKBURGER Employment & Labor San Diego
BRUCE VANCE Intellectual Property & Technology Washington, DC	JEFF ZACHMAN Commercial Litigation Atlanta

Counsel

JONATHAN HENRY
Commercial Litigation
Short Hills, NJ

JESSICA MEYLOR
Capital Markets
New York

RAJESH NORNHA
Intellectual Property & Technology
Washington, DC

FRANK PAOLINI
Trusts, Estates & Wealth Preservation
Chicago

ROMAN TSIBULEVSKIY
Intellectual Property & Technology
Short Hills, NJ

WomenLEAD Excellence awards

We recognized our fourth annual WomenLEAD Excellence Award winners in March. This year's recipients included:



San Francisco Litigation and Dispute Resolution partner and managing partner of the San Francisco and Oakland offices **Sonia Martin**, Above & Beyond Award



Los Angeles Restructuring, Insolvency and Bankruptcy partner **Tania Moyron**, Emerging Leader Award (tie)



New York Capital Markets counsel **Jessica Meylor**, Emerging Leader Award (tie)



Phoenix Commercial Litigation partner **Erin Bradham**, Mentor/Sponsor Award

In Memoriam

Michael H. Barr



Michael H. Barr, our longtime partner, colleague and friend, passed away on January 21, 2020.

A pillar of the Firm's litigation practice, Michael was a superlative trial lawyer, specializing in complex and highly sophisticated cases for insurance companies and financial institutions. He litigated dozens of the most high-profile commercial cases of the past decades, including the World Trade Center property coverage litigation and the Chase/Enron surety litigation. The respect of clients earned him national rankings year after year in *Chambers* and the *Legal 500*, alongside that of judges and lawyers at top firms in New York City, and around the country and world. A whole generation of Dentons litigators are better writers, better thinkers and more inclusive collaborators because of Michael's influence.

While always a brilliant lawyer and advisor, Michael's commitment to the Firm, the New York office, and all of our colleagues and clients was ever-present. We recognized this earlier this year in announcing Michael as the 2019 Lubin Award recipient. Michael was always prepared and fully engaged. He always was eager to teach, mentor and guide young lawyers on their own paths to success, and took a deep professional interest in associates, helping to motivate, giving both the lessons of his experience and the room to learn and grow on their own.

Giving back is another example that Michael offered to us. He served for many years on the board of New York Lawyers for the Public Interest, one of the top public interest law firms and pro bono clearinghouse's in the country. He was an active contributor to non-profit organizations and political campaigns and a very strong advocate for pro bono work and public involvement among Dentons lawyers. Michael lived engagement, and many have followed his model.

Our lives have been enriched through Michael's example and gifts to each of us.