

Jody Erdfarb

WELCOME

to our second Women of Wiggin (WOW) newsletter! Last year, when we circulated our first WOW

Newsletter in lieu of our annual Fall event at The Inn at Longshore, we were confident that we would be able to all see each other in the Fall of 2021, once vaccinations were made available. Yet, here we are once again, still unable to plan in-person gatherings. We really miss seeing all our colleagues, peers, and network of amazing women and engaging in our always fun and often thought-provoking programs. However, we are still thrilled to share this newsletter. Although 2021 was a challenging year to say the least, we managed to thrive. We are really proud of the astounding accomplishments of our many women attorneys and welcome the new women attorneys who joined our ranks, even in the midst of the pandemic. We hope you enjoy reading this newsletter as much as we enjoyed putting it together. We wish you and your families health and safety during this holiday season and look forward to finally seeing you all in 2022.

Welcome New Women of Wiggin Members

Wiggin and Dana was pleased to add nineteen new women attorneys since November 2020, including sixteen associates, one counsel and two partners. We are proud to have them as part of the firm.



Quyên Truong



Alundai J. Benjamin



Rachel E. Morro



Kelsey E. Loomis



Zeynep Aydogan



Hannah E. Blonshteyn



Sarah E. York



Vanessa Maczko*



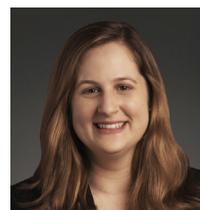
Kristina M. Wesch*



Grace Ronayne



Lauren Gambardella



Ariela Anhalt



Chloe Booth

NOT PICTURED

- Kelly Berkell
- Leah Mantei
- Marissa O'Loughlin
- Amanda Gutierrez
- Anjali Dalal**
- Katharine Walker

* Partner ** Counsel



Wiggin Opportunity Initiative Supports Women Entrepreneurs

WIGGIN **OPPORTUNITY** **INITIATIVE**

In 2020, Wiggin and Dana pledged to provide \$10 million in free legal services to minority-owned businesses over the next 10 years.

The Firm’s goal is to fuel the success of minority-owned businesses (including women-owned businesses), encourage the creation of more, and increase diversity among business leaders in efforts to achieve systemic and lasting change. With this ongoing ten-year commitment, Wiggin and Dana wishes to focus on its overall mission of working towards a more inclusive, diverse, and equitable world. During the past year since the program has been in existence, the Firm has provided a variety of legal services to selected clients to address legal issues in the areas of employment, real estate, intellectual property, privacy, commercial arrangements, corporate governance, financing, disputes and beyond. Specifically, the Firm’s Corporate Department has had the pleasure of working with several women entrepreneurs, providing them with legal advice regarding business formation, limited liability, corporate governance, drafting

and negotiating contracts, financing and other legal matters essential to any growing business. We would like to highlight some of the women entrepreneurs and their businesses that we have been proud to represent and the matters we assisted them on below.

Corporate Partner Patti Mellick and associate, Kelsey Loomis, represented Rad Royals, a designer and manufacturer of satin pillowcases and hair accessories for children with textured hair and its founder Nicole Malcolm-Manyara. The Firm reviewed current agreements with designers, drafted new agreement templates, filed trademark applications, drafted and revised website privacy policies, provided guidance on GDPR and CCPA website requirements/standards, and provided general corporate support (drafting an operating agreement and assisted Rad Royals in connection with the process to become a certified B corp). Rad Royals uses sustainable practices in its printing and packaging, as well makes its satin pillow-cases from 100% recycled polyester and its pillows are filled with sustainable kapok fiber from ceiba trees.

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Courtroom5, a start-up that provides pro se litigants with a toolbox so they can level the playing field and more effectively represent themselves in civil cases, was founded by former college professors, Dr. Sonja Ebron and Dr. Debra Slone and is a WOI success story.

“Wiggin and Dana has been a gift for us at Courtroom5. They are a rare combination of trusted, authentic and available. They’ve become a go-to resource for legal matters we can’t afford to get wrong.”

– Sonja Ebron, Chief Executive Officer, Courtroom5

Wiggin Opportunity Initiative (CONTINUED)

Corporate Partner Heather Rahilly and associate Daniel Nambiar represented Istani Studio, an independent, woman-owned lifestyle brand based in New York City. Founded by Tehmina Brohi, Istani sources fabrics from small scale craftsmen in Pakistan and transforms them into modern, ready-to-wear pieces. These statement pieces are crafted to enhance any wardrobe and inspire confidence in the wearer and Tehmina's vision is to create a lifestyle brand that speaks to people of hyphenated & multi-cultural identities everywhere. The Firm assisted Istani with certain influencer and independent contractor agreements as well as advice with respect to formation, corporate names and other related corporate governance matters.

Corporate Partner Evan Kipperman and associates, Brittany Lyon and Rikesh Patel, represented Nestl, a woman owned business that designs and builds portable lactation spaces for the workplace in connection with the negotiation of certain agreements to broaden the reach of their products and intellectual matters to protect the product design.

A group of corporate attorneys at the Firm also represented, Maureen Fredrique, the founder and CEO of Petmo, a VIP chauffeur service for pets and their people (think Uber for pet transportation). The Firm worked with Petmo to develop both Petmo's customer facing contracts and its driver engagement agreements. Web policies were developed as well, all of which allowed it to launch this business to launch commercially in the marketplace.

The Firm also represented Supercalifragilistic Speech Language Therapy, Inc., which provides speech-language, occupational and physical therapy to both children and adults. Supercalifragilistic was founded and is owned by Briana O'Neill, a speech-language pathologist, with administrative support from her mother, Eileen. Corporate partner, William Perrone, and, associate, Karen Rabinovici drafted forms tailored to the client's unique needs, including a Professional Services Agreement, Nondisclosure Agreement, and Notice of Privacy Practices as well as providing a regulatory compliance analysis in the states in which the business operates.

The Firm also represented Next Level Livestream LLC, a video livestream production company that specializes in the streaming of wedding, funerals, corporate meetings, announcements, and grand openings in Southern Connecticut and its owner and founder Furahi (Carla) Achebe. Carla has developed a unique technique for livestreaming events and, in an effort to expand the business and protect this livestream process, Carla reached out to the Firm for assistance in drafting (i) a form Technician Services Agreement with non-compete for each of her video production techs, (ii) a confidentiality and non-disclosure agreement, and (iii) a Form of COVID-19 Waiver for clients. Partners Mark Kaduboski and Larry Peikes with assistance from counsel, Edwin Foster, will continue to represent Next Level and Carla as she continues to expand and protect her business into the future.

The Firm is proud to represent these women entrepreneurs and women owned businesses. For more information or to find out if you may qualify for the WOI, please contact Robyn Abbate or John Doroghazi.



Unsiload is another example of an WOI success story.

"In addition to the many ways I've seen companies get creative about equity and economic justice for minority-owned businesses, the WOI program provided real tangible services that truly benefited me, my team, and growing organization."

– Love Odih Kumuyi, Founder and Culture Engineering Officer, Unsiload

Awards and Recognition

The Women of Wiggin proudly celebrates our awards, achievements, and accolades over the course of the last year!

Congratulations to:

Robyn Gallagher for her promotion to Partner, and for being elected to the Town Council in the town of Coventry, Connecticut.

Melinda A. Agsten, Michelle Wilcox DeBarge, Carolyn A. Reers, and **Maureen Weaver** for being selected by their peers for inclusion in The Best Lawyers in America® 2022.

Rebecca A. Matthews for being named "Lawyer of the Year" in Health Care Law by The Best Lawyers in America® 2022.

Brittany Christensen, Laura Ann Keller Froning, Monica A. Kolinsky, Kaitlyn A. Pacelli, Caroline B. Park, and **Christine Salmon Wachter** for being named "Ones to Watch" by The Best Lawyers in America® 2022.

Erika Amarante, Kim Rinehart, and **Tahlia Townsend** for being named as Benchmark Litigation 2022 "Litigation Stars."

Jenny Chou for being named as a Benchmark Litigation 2022 "Future Star."

Carolyn A. Reers for being ranked in the sixth edition of the annual Chambers High Net Worth (HNW) 2021 Guide.

Jody Erdfarb for being elected a Fellow of the American Bar Foundation (ABF).

Najia Khalid for being honored with the Connecticut Law Tribune's inaugural award for Diversity Initiative Individual.

Jessica Butcaris for being recognized by the Connecticut Law Tribune with the Unsung Hero award for the considerable pro bono work she has done on behalf of veterans.

Tamia Simonis for being ranked in Chambers USA Nationwide Individual Rankings and in the Chambers USA Global Individual Rankings as an "Up and Coming" in the Outsourcing category.

Tahlia Townsend for being ranked in Chambers USA Nationwide Individual Rankings and in the Chambers USA Global Individual Rankings in the International Trade: Export Controls & Economic Sanctions category.

Melinda Agsten, Michelle Wilcox DeBarge, Jody Erdfarb, Rebecca Matthews, and **Maureen Weaver** for being ranked in the Chambers USA Connecticut Individual Ranking in the Health Care category.

Mary Gambardella for being ranked in the Chambers USA Connecticut Individual Ranking in the Labor & Employment category.

Najia S. Khalid for being honored as a National Law Review 2020 Go-To Thought Leader in Business Immigration and **Ashley Moore** for being honored as a National Law Review 2020 Go-To Thought Leader in Immigration Regulation.

Patti Melick for being selected as a 2020 LMG Life Sciences Star.

Erika Amarante, Jenny Chou, Michelle DeBarge, Mary Gambardella, Kim Rinehart, and **Maureen Weaver** for being named 2020 Connecticut Super Lawyers.

Robyn Gallagher, Mi-Hae Kim, Caroline Park for being recognized as "Rising Stars" by Super Lawyers.

Humanitarian Parole Applications Project

Kim Rinehart, who in response to the emerging crisis in Afghanistan, spearheaded a *pro bono* project in which attorneys, in conjunction with the local non-profit Integrated Refugee & Immigrant Services ("IRIS"), assisted Afghans with Humanitarian Parole applications for family and friends seeking to travel to the United States. The Humanitarian Parole Applications provide a potential avenue through which Afghan nationals, who faced particular threats of danger from the Taliban, could seek entrance to the United States to join friends

and family already living here. Many of the individuals seeking Humanitarian Parole had received actual threat letters from the Taliban – highlighting the real and present danger to them and their families. Completion of the forms involved communications with, and gathering information from, individuals in Afghanistan, a task made more complicated by the time difference and security concerns.

Kim was joined in her efforts by a number of additional Wiggin and Dana attorneys, many of whom are also Women of Wiggin. Firm wide around 300 hours of *pro bono* attorney time was dedicated to this project.

Events

Finding Time and Space for In-Person Interaction

COVID-19 has presented many challenges, but the lack of face-to-face time with peers, colleagues, and mentors for months on end has been particularly difficult to endure for attorneys who enjoy and thrive of mentorship and collaboration. To fill that void, the Women of Wiggin facilitated smaller in-person gatherings in safe spaces. The first Women of Wiggin internal networking event since the outset of the pandemic occurred on July 22, 2021 outdoors to celebrate summer and each other. Women of Wiggin also hosted an internal lunch in Hartford on Thursday, October 28th at Salute Restaurant.



It's A ...Kind, Strong, Smart, Important, Beautiful... Girl!

Wiggin Adds to the Next Generation of Women Leaders

At Wiggin and Dana, we work hard to ensure everyone can succeed in work and in life endeavors. The firm has promoted four women attorneys to partnership while they were on parental leave and has a family leave coordinator to ensure a smooth transition to and from leave. Additionally, the firm regularly reviews industry best practices around flexibility and caregiver support. To that end, we are pleased to announce that the firm recently approved reimbursement for breast milk shipping for working mothers. Over this past year, our own community of working parents has grown, and we are proud to highlight three of our new parents: Partner Caroline Park and Associates Brittany Lyon and Laura Ann Froning. Each attorney welcomed a baby girl. We congratulate all attorneys and business professionals in the Wiggin family that expanded their own families this past year!



Laura Ann Froning shared a beautiful picture of her daughter, Ada Grace Froning, very recently born November 30, 2021 weighing 8lbs, 8oz and measuring 20.5 inches long



Associate Brittany Lyon and her daughter Ellie at the Lyon's long awaited, pandemic postponed, wedding this September



Partner Caroline Park and her daughter Eliza, shown toasting to Caroline's promotion to Partner December 2021

Firm Commitment to DEI

“The energy and commitment from firm leadership around DEI is palpable, and I am thrilled to work with every individual at this firm to increase representation of women and other underrepresented groups in all levels of the firm, including equity partnership and leadership positions, foster inclusive spaces, and expand equitable structures. In less than a year, we have made many strides in our DEI efforts, as you will see within this newsletter, and I look forward to harnessing that drive and continuing to move the needle in this space.”

Jana Simon, Chief Diversity, Equity and Inclusion Officer

WIGGIN DEI DRIVE



Driving Diversity Through Investment in Representation, Infrastructure, Career Visioning and Education.



REPRESENTATION

Increase diverse representation across all attorney levels at the firm and in departments and business operations as outlined in the firm’s strategic plan.

INFRASTRUCTURE

Increase DEI infrastructure, accountability, and visibility (both internal and external), encouraging everyone to engage in DEI efforts and allowing the firm to benchmark and measure DEI progress.

CAREER VISIONING

Increase process and transparency around talent management and advancement to ensure equitable access to information, success, and leadership.

EDUCATION

Increase education and raise firm consciousness to drive emotional intelligence and inclusive behaviors.

GROUP CONTACTS



NAJIA S. KHALID
203.498.4314
nkhalid@wiggin.com



JANA SIMON
212.551.2635
jsimon@wiggin.com



MIKE DELARGY
203.498.4567
mdelargy@wiggin.com

In the summer of 2021, Wiggin and Dana launched the firm’s Diversity, Equity and Inclusion action plan, Diversity through investing in Representation, Infrastructure, Career Visioning and Education (“DEI DRIVE”). DEI DRIVE takes a holistic approach to increasing diversity by embedding DEI principles into all functions of the firm, including talent management, recruitment, policies, communications, and training. DEI has long been a core value at Wiggin and Dana, and our intention is that DEI DRIVE will take us to the next level, with **the end goal of our firm being in the top 33 percent in its law firm peer group for diversity in five years, and the top 25 percent in ten years.**

Diversity, equity and inclusion is critical to our ability to develop creative solutions for clients, as well as serve the communities in which we work and the legal profession. We are committed to fostering an inclusive culture rooted in education and strive to maintain a forward-thinking, high-performance and rewarding environment of diverse and enthusiastic professionals who share collective pride in our firm.