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Letter from the Editors

We hope you've enjoyed your summer! At Dentons, we have had much to celebrate in recent months. For starters, we've welcomed Kate Barton as Dentons' new global CEO. She brings an extensive background in professional services to the Firm; you can read more about Kate below.

For those of you following Dentons, you may remember that last year we combined with Link Legal, a prestigious law firm in India. We had the pleasure of hosting many of our Dentons Link Legal colleagues this summer across our offices in the US, exploring numerous avenues for collaboration to better serve our clients.

Nearly one hundred lateral hires have joined our ranks since our last issue, adding depth and strength across several of our practices. And finally, we welcomed a bevy of talented summer associates and are excited to share some photos from just a few of the activities they enjoyed together.

We hope you enjoy this issue of our alumni newsletter. Please share your comments or suggestions with us at alumni@dentons.com.



Inspiring leadership – Meet Dentons' new global CEO-elect

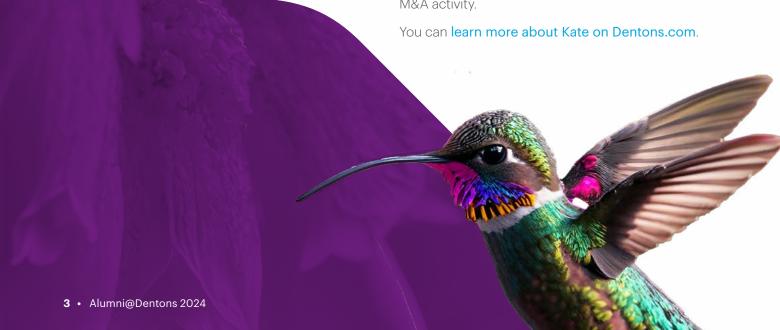


We are excited to announce that Kate Barton has been elected as Dentons' next global CEO, effective November 10, 2024. Kate joins Dentons from EY, where she has had a highly distinguished 35-year career in a variety of executive leadership roles, most recently as global vice chair. She succeeds Elliott Portnoy, Dentons' founding global CEO-elect, who has served since the Firm's launch in 2013. She joined Dentons in early September and is working with Elliott during the transitionary period. She will commence her term as global CEO on November 10.

"Kate has extensive experience in leading a complex and global professional service organization and has an outstanding skillset in managing people, processes and systems. Her successful client service experience, coupled with her thoughtful approach to integration, make her the ideal individual to lead our Firm," said Elliott. "She has my unqualified support, and I am confident she will lead Dentons from strength to even greater strength and success."

Reflecting on her appointment, Kate said, "I have watched Dentons redefine the legal services landscape with its pioneering business strategy and client offerings. Under Elliott's leadership, this Firm has differentiated itself with its polycentric approach and integrated cross-border and multidisciplinary client engagements, proving that uniting and operating as one firm is far more impactful. I am looking forward to working with Elliott on a transition and to collaborating with Dentons' accomplished regional leadership to continue challenging industry norms and adapting to the ever-changing world of technology and innovation faced by law firms and professional service firms around the world in order to deliver excellence for the benefit of our people and our clients."

Both a lawyer and certified public accountant (CPA), Kate was CEO of EY's Tax, Law, and People Advisory Services, which had a global workforce of 70,000 professionals and which, under her leadership, generated revenues exceeding \$11 billion. Among other achievements, she helped to transform EY's global tax practice through strategic investments in people, technology, global shared service centers, world-class methods and processes, and M&A activity.



Conversations with Dentons' network

While we are all diverse in our backgrounds and experience, what unites us is our unwavering approach to the practice of law in the service of some of the world's most influential organizations. And no matter where we go in life, we remain connected in our purpose and pursuit of the law. We learn from one another's experiences, and sometimes get to work together again. The door at Dentons is always open. We share the stories of two members of Dentons' network, one an alum, the other a current colleague.



Spotlight on Dentons Alumni: Katie Evans, CSAA Insurance Group

We sat down with Katie Evans, who was recently appointed executive vice president and chief legal officer (CLO) for CSAA Insurance Group (CSAA). In her role as CLO, she provides legal, regulatory and compliance oversight and guidance for the company and serves as legal advisor to the board of directors, the CEO and other senior executives. Prior to joining CSAA, Ms. Evans was an insurance regulatory partner with Dentons for nearly 13 years.

Katie, thank you for taking the time to answer a few questions for our Alumni Newsletter.

To kick off our conversation, would you please share how relationships with former colleagues have helped to shape your career?

It is impossible to overstate how important relationships with former Dentons colleagues have been in shaping my career. Whenever I am in a tight spot, have a question, need an introduction or can't

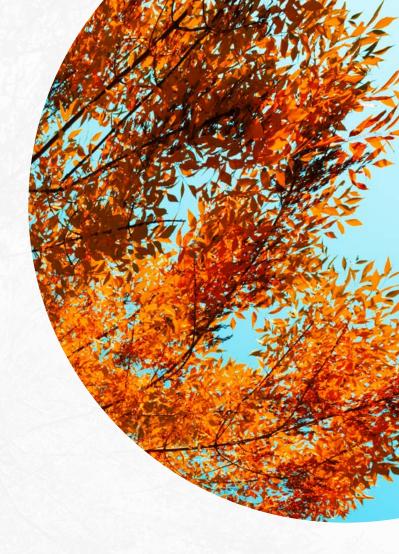


figure out how to approach a problem, a former Dentons colleague has shown up to help. At core, being an in-house lawyer is all about spotting and solving problems. With a strong network of trusted former colleagues to call on, that's a breeze.

Your answer is a perfect transition to the next question, which is, what are some of the qualities you look for in your outside counsel?

Deep subject matter expertise and a businessfirst mindset. I have a colleague who says, "we want winning briefs, not award-winning briefs." It is another way of saying, we need to be able to balance the cost with the benefit when we use outside counsel. Most issues aren't betthe-company, thankfully, so the best outside counsel is the one who can solve our problem in a cost-effective way. Personally, I also really value outside counsel who act like an extension of my team. That means returning calls and emails right away, giving practical, business-minded legal advice and treating everyone at the company with the utmost respect—from mailroom clerk to CEO.

Have you had many mentors throughout your career? Would you share how a mentor has impacted your career?

I have been blessed to have so many impactful mentors. For me, mentors have been impactful in two key ways. One way is by challenging me to contemplate my professional values. How am I going to show up as a lawyer, a colleague, a boss, a member of the community? Because they helped to shape my professional values, my mentors are always there for me, even when I can't ask them for advice directly. The other way is through networking—what is more commonly known now as being a "sponsor"—people who advocated for me and my work, on my behalf, when I wasn't in the room myself. It is safe to say that I wouldn't be where I am today without mentorship.

It sounds like you have wonderful mentors!

Transitioning from private practice to an in-house role must have had its share of challenges and it's great to have that kind of support. What were some of the most significant challenges you faced when moving to an in-house role?

The biggest challenge was establishing rapport with the business folks. At Dentons, I was definitely considered one of the "nice" lawyers, with good soft skills. In-house, I immediately got feedback that I was too harsh with my business partners, that I used too much legalese and that people were afraid to talk to me! It took a little time to recalibrate, but ultimately I figured out the right balance. What worked for me is to be extremely responsive to any outreach from the business and only say "no" in situations where it was absolutely, positively necessary to protect the company.

Having made a successful move, what advice would you give to current in-house lawyers considering transitioning to a law firm?

Do it! As a former consumer of legal services, you are perfectly positioned to be the type of law firm partner who in-house lawyers want to turn to in their time of need. But you'll be back after a few years of timekeeping and billable hours ...





Managing Partner

Kate Erdel became managing partner of Dentons' Indianapolis office in June of this year. Kate focuses her practice on providing human resourcesrelated advice and counsel to new and established companies. Before becoming office managing partner, Kate served in other leadership roles within the Firm, including serving on Dentons Bingham Greenebaum's Diversity, Equity, Inclusion and Accessibility Committee and leading summer associate recruitment in Indianapolis. Kate also serves as co-HR general counsel to Dentons Bingham Greenebaum.

Kate, thank you for sitting down to speak with us and share your story. You mentioned that upon leaving high school, you thought you might attend medical school after undergrad, but then decided to go to law school. What changed your mind?

Even though my dad is a lawyer, I did not grow up planning to be one. I enjoyed biology and took Latin in high school, but then not taking any science classes in college threw off my medical school plan! My junior year of college, my dad was installed as the president of the Cincinnati Bar Association, and I clearly remember the pride he had as he talked about being a lawyer during his induction speech. He spoke about how his law degree had enabled him to serve the community, support his family and

In your employment and labor practice, you work often with in-house counsel and HR managers. What's the key to having a strong relationship with them?

The strong relationships that I have with my clients come from understanding what I can do, and what Dentons can do, to help the in-house counsel or HR manager be more successful in their role. The key is getting to know them on a personal level so that I understand what success looks and feels like to them. I always try to be the right mix of efficient, effective and friendly, and that mix can vary, depending on the client.

Throughout your career, you've championed the importance of having a diverse and inclusive workforce, including seeking talent outside of the traditional categories discussed such as race or gender. Why?

A diverse and inclusive workforce makes our workplace more interesting, and it makes our workplace relationships more stimulating. Being around people who are not exactly like us is good because it expands our horizons and challenges us to be more creative and empathetic. Our clients also are expecting the lawyers working on their matters to be more diverse. We want to be a law firm that reflects the communities around us, the businesses we serve and the clients we represent.

On a related note, how crucial are mentorships and sponsorships to attracting and retaining diverse lawyers?

Mentorships and sponsorships are so critical! Anecdotally, it feels like people who have built connections with others, even remotely, have more professional success and career satisfaction. I still consider myself a mentee most of the time, and I have a much better day or week when I've had contact with my mentors. And the same is true when I interact with those who I consider my mentees. We can always do good work when the work is easy, but when faced with a professional challenge or personal issue that impacts work, it's great to have someone you can talk it through with and not feel alone.

Sponsorship is also a key to retaining and attracting a diverse workforce. In the last few years, I have been so happy to see more veteran lawyers take it upon themselves to elevate and advocate for someone who may be different from them. Without that sponsorship, we wouldn't have the growing number of women and diverse partners that we do.

leadership look like to you?

Leadership for me has always been about trying to balance the various interests of many people, and building consensus with people who are stakeholders to arrive at a decision that everyone can live with. I feel like I've done a good job in any leadership role when I've done my best to work with the people I'm serving. Leadership is not a job but an opportunity to serve others.

It's so interesting to hear more about your individual path and how that's translated into your practice. I recall you mentioning that you played soccer in high school and at DePauw University. Are there any lessons you learned from being an athlete that also have translated to practicing law or leading a law office?

Know your role. I always had to know my position on the field and my position within the team itself, and that awareness translates to any leadership role.



Building bridges: connecting with new international colleagues

Dentons Link Legal (DLL), which combined with Dentons in 2023, conducted a coast-to-coast road show of the US Region this spring. The seven-week marathon covered 25 US offices, introducing DLL and the India market to US colleagues and clients. India is a major trade partner for the US, has a rapidly growing and modernizing economy and is the world's largest democracy. India is becoming more attractive to companies seeking new opportunities for growth, and Dentons has first-mover advantage as the first global law firm to combine with a firm in India.

DLL managing partner Anand Srivastava, New Delhi partner Rohitashwa Prasad and Intellectual Property partner Nitin Kaushik enjoyed unique and memorable experiences in every city they visited. One of the key takeaways from all of the introductions and interactions, according to Anand: "There is great unity in diversity at Dentons."

Along the way, our Indian colleagues also met with local economic and business leaders and made mutually beneficial connections. For instance, they introduced US contacts in numerous industries and sectors to India's "Gift City," a special tax-free zone for foreign direct investment. The concept has piqued a great deal of interest in doing business in the nation. These visits reinforced how Dentons is both uniquely global and deeply local, and how we truly can help our clients wherever they are or aspire to be.

DLL encourages all to visit India and is happy to host any of our alumni!



Celebrating diversity, equity and inclusion (DEI)

In a legal landscape that continues to grow more complex and more global, clients are increasingly looking for legal representation that encompasses a diverse range of experience, backgrounds and identities. Dentons is taking a wide array of steps to ensure our legal teams meet our clients' need for high-performing diverse teams and these steps foster an inclusive environment that allows our talent to thrive.

"Clients are continuing to clamor for diversity on their matters," observed Tomasita Sherer, a New York-based partner in Dentons' Litigation practice, who manages numerous international client relationships. "Our global platform uniquely allows us to deliver on that."

That starts with leaders who cultivate inclusion within their teams, ensuring that colleagues feel respected, valued and empowered to deliver excellent client service. One of Dentons' most successful programs is the Allyship Initiative, which explores the contributions of individuals to inclusive cultures. Lawyers and professionals at all levels and across offices engage in mutual learning through small-group "Ally Pods" and share their unique experiences and perspectives. The Allyship Initiative enables participants to build meaningful connections and gain a better understanding of the unique strengths each person brings to the table—ultimately creating stronger client service teams.

Maxwell Carr-Howard, a partner resident in Dentons' Washington, DC, office who co-chairs the Global Compliance and Investigations practice and the Disability/Accessibility Affinity Group, credits Dentons' strong commitment to DEI. He said, "I have been given the opportunity to know more people who have had similar experiences so I can learn from them and share my own experiences with



them. Building this community has also allowed us to collectively advocate for our community at the Firm."

All Dentons colleagues are welcome to join our Affinity Groups and to attend our regular Heritage Month programs, which raise awareness and help foster a culture of fairness, respect and dignity for all. So far this year, we have hosted frank discussions of, among other topics, racism in the criminal legal system; the history of Americans of Japanese ancestry in Hawai`i who were removed from their homes by force during World War II; the origins and meaning of Juneteenth; and the growing legal and political threat to transgender Americans.

"Everyone I know who has been active in an Affinity Group has found it an enriching experience," said Nick Kacprowski, a Litigation partner based in Honolulu who co-chairs the Firm's GLOW Affinity Group for LGBTQ+ colleagues. Thanks to these programs, he added, "we can build a larger and stronger team."

Dentons' teams are also bolstered through focused, cross-cultural mentoring and sponsorship initiatives. From our Emerge Sponsorship Program to dedicated mentor-protégé training, tapping into the diversity of our colleagues yields a wider range of skills and perspectives with which to serve our clients.

Connecting With LGBTQ+ Communities

Pittsburgh shareholder Stefan Dann, in partnership with the Transgender Legal Defense & Education Fund (TLDEF), helped lead a CLE training lawyers on how to help low-income transgender, gender non-conforming and nonbinary individuals obtain legal name changes. TLDEF is a nonprofit dedicated to ending discrimination and achieving equality for transgender people, especially those in the most vulnerable communities. Stefan has proudly worked with TLDEF for many years, supporting hundreds of name changes on a pro bono basis.

Dentons partnered with Drake University
Law School to help more than two dozen LGBTQ+
lowans with a wide variety of matters, including
legal name changes, name and sex-designation
changes on birth certificates, health care and
funeral directives. Des Moines shareholder
Breanna Young said, "We saw a real need to step
up and help empower and protect people by
helping them get their legal documents in place."
One client shared, "I will have this new name for
the rest of my life, and I never thought I'd get to
say that because I would never be able to afford a
lawyer who can help me."

Washington, DC, partner Leslie Barry, senior managing director James Richardson and managing associate Anthony Pascua, Jr., attended the George Washington University Law School's 18th Annual Lambda Diversity Networking Reception. The event gave LGBTQ+ law students the chance to meet with some of the country's most prestigious law firms and government agencies. Legal recruitment manager Kelsey Hancock, legal recruitment coordinator Nicole Gonzales and the Legal Recruitment team organized the Firm's participation.

Tap into Dentons' insight hubs and resources for in-house counsel

Artificial intelligence, energy transition, *Chevron* deference and a presidential election – 2024 is a year of transition and change. Although it may seem overwhelming to keep on top of it all, you have the resources of the largest law firm at your disposal. Our multidisciplinary teams are staying on top of the evolving regulatory and legal risk landscape, and have developed numerous hub resources on the topics of most concern to in-house counsel. Make sure to favorite the pages below, and share them with your in-house teams.

Artificial Intelligence

Chevron Deference

Client Experience (CX Hub)

ESG

Family Office and High Net Worth

Global Compliance and Investigations

Smart Cities & Connected Communities Think Tank

ventureBeyond

In-House Counsel CLE Series



Celebrating client achievement

Everyone at Dentons recognizes that we only succeed when our clients succeed. We have been privileged to represent some of the most accomplished organizations in a host of industries, and our achievements together have earned prestigious honors.



Practice Group of the Year, Cannabis - Law360

Dentons' cannabis industry clients made significant moves this year, including a blockbuster merger and a successful entry into the US market. We are proud to represent the companies at the forefront of this rapidly growing and evolving industry.

Practice Group of the Year. Structured Finance - Law360

For the third year in a row, Dentons was recognized for helping major financial institutions close record-breaking, complex and innovative deals. From the acquisition of a prestige finance unit to a critical role in the recovery from a bank failure, our clients made big impacts throughout the financial industry.



Residential Mortgage-Backed **Securitization Law Firm of the Year** and Deal of the Year - GlobalCapital 2024 US Securitization Awards

Dentons advised on our client's groundbreaking \$180 million securitization of home equity investment agreements, the first such rated securitization. This was just one of the significant capital markets achievements that Dentons' multidisciplinary teams have been fortunate to work on



Asset Sale of the Year, Healthcare -**American Bankruptcy Institute Asset Sale Committee**

By guiding a federally qualified healthcare center out of chapter 11 bankruptcy, Dentons helped our client continue providing vital and irreplaceable care to almost 100,000 low-income and rural patients across Southern California. We are proud to help clients such as these do invaluable work for our communities.

Dentons' commitment to our clients is matched by our commitment to building a more inclusive legal profession:

- The Leadership Council on Legal Diversity (LCLD) named Dentons a Top Performer of the Year for the eighth year in a row, acknowledging high level of involvement with the LCLD's programs and active promotion of its mission.
- The 2024 Women in Business Law Awards Americas named Dentons the Career Development International Firm of the Year. Gender Diversity International Firm of the Year and Innovative International Firm of the Year. The awards honor law firms that take a leading role in advancing diversity and inclusion in the legal profession across the US.





For the second year in a row,
 Dentons won the ESG and
 Community Impact Leaders Award
 at the National Law Journal Legal
 Awards 2023. The accolade honors
 firms that have taken "cutting-edge
 approaches to environmental, social
 and corporate governance issues."



 Dentons is proud to have completed all the necessary CLE requirements to receive 2023 certification from the Utah Center for Legal Inclusion (UCLI). One of UCLI's objectives is to provide Utah's legal employers, businesses and other organizations with the tools necessary to tackle the existing and future hiring, retention, advancement and inclusion challenges for women and other diverse lawyers.



The Utah Governor's Office of Economic Opportunity selected Dentons as one of the 100 Companies Championing Women In Utah. The list recognizes companies for their family-friendly policies and practices, as well as women-specific initiatives known to impact the recruitment, hiring, retention and advancement of women employees, managers and leaders.



Welcome to our laterals

The Dentons US Region continues to experience repid growth and is delighted to have welcomed 95 colleagues in the past 18 months. Dentons offices in New York, the District of Columbia, and Indiana topped the list with the most lateral hires.

Our Litigation and Dispute Resolution practice encountered an exponential growth in lateral hires across the nation, while our Venture Technology and Emerging Growth Companies group expanded along the US east coast. We also welcomed elite teams in both Salt Lake City and Chicago adding further strength to our Litigation and Restucturing, Insolvency and Bankruptcy teams, respectively. Several lawyers also aligned with other practices to assist clients in meeting future challenges and maximizing investment opportunities.



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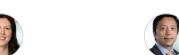
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Our 2024 summer associates class

Every year, Dentons' Summer Associates Program welcomes talented summer associates to offices across our US Region. The eight-week program encompasses training, mentoring, client work, pro bono projects, social events and volunteer opportunities.

Summer associates and other Dentons colleagues enjoyed a variety of outings together between June and August—fine theatre, pro sports games, escape room, mini-golf, spa days, bowling, fine dining, wine tasting and more.

In addition, our Legal Recruitment team organized service events for summer associates and other volunteers. From assembling superhero play kits for hospitalized children, to preparing and donating meals for families facing economic insecurity, to cleaning local park space, Dentons colleagues gave back to our communities in a variety of ways.

We at Dentons are extremely proud to help nurture bright young legal talent during our Summer Associates Program this year and every year.













In memoriam

Rich Dodge

We are deeply saddened that in April of this year our former friend and partner Rich Dodge passed away. Rich is fondly remembered as a well-respected and accomplished colleague and a kind and caring individual who had a bright, positive influence on Dentons' culture. He was the consummate Firm citizen—an exceptional partner to his partners, and a mentor to associates, paralegals and business services professionals. During the COVID-19 pandemic, Rich attended every virtual gathering, demonstrated great compassion and offered countless ways to stay connected while colleagues were remote.

Professionally, Rich was a top practitioner in the national insurance bar, best known for his extensive work on behalf of clients in the defense of high-profile and complex cases. Throughout his distinguished career, Rich represented companies, boards and individuals across the country in their toughest litigations, internal reviews and government investigations. He was also deeply committed to charitable causes. He was a member of the Insurance Industry Charitable Foundation and sat on the board of its northeast region.

Our deepest condolences to Rich's family and all those who were fortunate enough to have known him.

Holland "Quint" Nimmons McTyeire V

It is with great sadness that we share the passing of our colleague and friend, Holland "Quint" Nimmons McTyeire V, senior partner in our Louisville office. Quint, who practiced at Dentons Bingham Greenebaum for nearly 40 years, joining the Firm after graduating from Vanderbilt University Law School in 1984. He also attended Vanderbilt as an undergraduate, and his ancestor Holland Nimmons McTyeire was a founder of the university. Quint focused his practice on providing counsel on insurance, health care and administrative law.

Quint often served as a mentor to younger lawyers and as an advisor for the Firm. He was a brilliant lawyer known around the Louisville office for his unwavering attention to detail and dedication to the work of our Firm. Although Quint held our work to the highest standards, he was always a lively participant in Firm social events, and he was well known for his lifelong love of the University of Louisville's athletics. We all greatly miss seeing him around the halls of the Firm.

We express our deepest condolences to Quint's family, friends and fellow colleagues.

T. Julian Motes

It is with heavy hearts that we announce the loss of our friend and colleague, Thomas Julian Motes, who passed away peacefully in Mobile, AL in July of this year. Julian graduated from Sylacauga High School before continuing his education at Auburn University (class of 1980) and the University of Alabama School of Law (class of 1983). Following his graduation from law school, Julian was a law clerk for Alabama Supreme Court Justice C.C. "Bo" Torbert, Jr. until 1984. He then relocated to Mobile to begin a rewarding career in the practice of law with the firm that became Dentons Sirote, before retiring in 2022.

A member of the Mobile Bar Association and Alabama Bar Association, he was admitted to practice in the US Supreme Court as well as all state and federal courts in Alabama. Julian was a member of the Paul W. Brock American Inn of Court, serving as president in 2017; was awarded an AV Preeminent Martindale-Hubbell Peer Review Rating; and was recognized by *The Best Lawyers in America*[®].

Our sincere condolences to Julian's family and all those who were fortunate enough to have known him.

