

LAW MATTERS

February 2018

Volume XXIX No. 10

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February 20, 2018 Membership Meeting and One Hour General Credit CLE

The Role of Women in the Civil Rights Movement - Joint Program with Napier Looby Bar Association

11:15 a.m. Registration/buffet opens
11:45 a.m. Announcements
12:00 Noon CLE Begins

B.B. King's Jazz Club
152 2nd Avenue North

(Parking across the street at 2nd and Commerce. Entrance on Commerce.)

Members: Lunch \$25/CLE \$15

Nonmembers: Lunch \$30/CLE \$25

***Reservations must be made by Friday, February 16, 2018, at Noon.**

LAW CALENDAR OF EVENTS

February 20, 2018 11:15 am - 1:00 pm
Membership Luncheon

March 7, 2018 6:00 pm
Book Club

March 8, 2018 5:00 pm - 6:00 pm
Membership Drive

March 13, 2018 11:30 am - 12:30 pm
Board Meeting

March 20, 2018 11:15 am - 1:00 pm
Membership Meeting

April 19-20, 2018
TLAW Empowerment Conference 2018

For a complete listing of LAW events

and registration details

check out www.law-nashville.org/events



Annual Meeting & Awards Banquet

Thursday, April 26, 2018

6:00 - 9:00 pm

Renaissance Nashville Hotel
611 Commerce Street

PRESIDENT'S MESSAGE

by Elizabeth Sitgreaves



"We all have dreams. In order to make dreams come into reality, it takes an awful lot of determination, dedication, self-discipline and effort." Jesse Owens, world record-setting Olympic athlete. Jesse Owens won four gold medals in the 1936 Summer Olympics in Berlin, Germany for 100 meters, 200 meters, long jump, and 4x100 meter relay. He was the most successful athlete at the Olympic games that year, on the eve of World War II in a Hitler-controlled Germany.

This year, myself and many other Americans are glued to our television screens watching the talented athletes compete at the XXIII Olympic Games in PyeongChang. I am a huge Olympics fan and love hearing the inspiring stories of the athletes from all over the world. In the background of the downhill, luges, and halfpipes, at the Olympics, are conversations about more than scores and medals, and in particular, this year more than recent Olympic games. As I watch the Olympics, it is hard not to think about the recent revelations that rocked U.S. Gymnastics and the world. I think about the horror that the gymnasts endured and about how we can better protect young women (and men) from being subjected to abuse. I then recall the inspiring stories of the perseverance and bravery of the gymnasts who faced their abuser and recounted their stories at his sentencing. To me, this is the state of our current society. It seems like the news and social media are a constant stream of bad news and thereafter striving to find meaning in the sadness or tragedy. For me, finding inspiration in the stories of Simone Biles and Aly Raisman is the good and can be an inspiration to strive to do better myself in speaking out about issues I care about and for individuals that need others to speak up for them.

This February, while we draw can draw inspiration from the Olympics on television, closer to home we can draw inspiration and acknowledge the important achievements of local heroes. February marks Black History Month and the encouragement to reflect, remember, celebrate and recognize the accomplishments of Black Americans. At our monthly membership luncheon on February 20, in a joint program with Napier Looby Bar Association, LAW will present a program entitled The Role of Women in the Civil Rights Movement. This program will explore the critical role that women played in the Civil Rights Movement and in the struggle to remove racial barriers that exist both in law and in society, and in doing so hopefully can examine the barriers that still exist today. We are honored to have Civil Rights Leader Carrie Gentry and her son, Howard Gentry, as well as Vanderbilt Historian and Associate Editor of the series *Black Women in United States History*, Professor Tiffany Patterson, speak on this topic. As Nashville continues to grow, it is critical that we remember its history and the determination, dedication, and effort of the individuals who helped make strides towards equality. For our members, I hope that this program inspires them (and myself) to think of what further strides we can make towards improving our community and society.

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LAW Matters is a monthly publication of the Lawyers' Association for Women, Marion Griffin Chapter, P. O. Box 210436, Nashville, Tennessee, 37221-0436. Voicemail: 615.708.1827; Fax: 888.834.7370; www.law-nashville.org.

To submit articles for the March issue, contact, LaTonnsya Burney latonnsya@gmail.com.

Upcoming Programs

February 20, 2018

The Role of Women in the Civil Rights Movement - Joint Program with Napier Looby Bar Association

Civil Rights Leader Carrie Gentry and her son, Criminal Court Clerk Howard Gentry will share her life experiences on the front-lines of the Civil Rights Movement and will reflect on the challenges that continue to face our society today.

Vanderbilt Historian and Associate Editor of the 16 Volume series *Black Women in United States History*, Tiffany Patterson - Professor Patterson will also speak about women of the Civil Rights Movement.



Howard and Carrie Gentry



Tiffany Patterson, PhD

March 20, 2018

Hot Topics in Employment Law

Come learn the latest about employment law from four lawyers who practice in the private and government sectors. Each speaker will address a topic of interest to employees, employers and attorneys alike!

Topics to be covered are non-competes, sexual harassment in the workplace in light of the #MeToo Movement, paid leave and termination of state employees after *Pressley*.

Watch for more details!

January Luncheon Recap

By Kyonzté Hughes-Toombs

This month's luncheon featured four dynamic women in the legal profession: Ruza Shellaway, Deputy General Counsel at Vanderbilt University; Michelle Bendekovic, Director of Attorney Development and Diversity at Bass Berry & Sims PLC; Candice Reed, Senior Vice-President at Latitude Legal; and Abby Sparks, Human Resources Director, Tennessee Department of Revenue. Program co-chair, Kimberly Veirs moderated the discussion.

The women shared candid personal stories and advice for women in the legal profession. As we all know, women still face discrimination in our profession. Panel members recalled stories of being improperly addressed in court or immediately identified as the court reporter or assistant rather than the attorney on a case and having to balance being strong advocates for clients while meeting societal expectations of women as sweet and cordial.

Given the discrimination that we face, as women, we need to support each other. Be mindful of the language that you use around other women and correct negative language. The panelists discussed occasions in which other women did not champion them. Ms. Sparks mentioned that there was an assumption that she would not return to work after giving birth as if it were not possible to be a mother and a practicing attorney. Ms. Shellaway worked for a powerful female partner who informed her that there was no work life balance and essentially expected her to work, or be available, at all hours of the day and night. In addition to not supporting life outside of work, some successful women are not open to different paths to success. These women believe that since they followed a particular path, every other woman should follow suit.

Interestingly, what is considered "successful" is based on antiquated ideas that still exist within a structure set up by men, the coveted partnership track in a law firm. Despite the prevailing dominance of firm life as the picture of success, women are starting to take charge of their careers and create their own definitions of success. Unfortunately, all of the available data does not capture these successes and instead focuses on women in law firms and corporations.

The panelists ended the hour with nuggets of wisdom. Colleagues, remember to advocate for yourself and that your career is a marathon, not a sprint.



Kyonzté is a 2017-2018 Newsletter Editor. She serves as Deputy General Counsel for the Tennessee Department of Health, Office of General Counsel.

*Nominate Deserving
LAW Members for
The Martha Craig Daughtrey Award
and
The Rising Star Award*

The link to application forms for the Martha Craig Daughtrey Award and the Rising Star Award can be found at www.law-nashville.com on the home page. Submissions must be received by February 28, 2018. Recipients will be announced in the March issue of LAW Matters.

The LAW Annual Meeting and Awards Banquet is scheduled for the evening of April 26, 2018 at the Renaissance Nashville Hotel. Watch for more details in the coming weeks.

*Seeking Executive Board Members and Co-chairs
for 2018-2019 Board Year!*

It's time to begin preparing for the new board year which begins May 1st! If you are interested in co-chairing a committee, please let us hear from you by filling out the application below.

APPLICATION FOR LAWYERS' ASSOCIATION FOR WOMEN- MARION GRIFFIN CHAPTER
EXECUTIVE BOARD MEMBER AND COMMITTEE CO-CHAIR POSITION

Name: _____

Desired Position: _____

Please describe why you are the ideal candidate for this position. Include in your response any ideas you have for the executive board or committee:

Please describe why you are the ideal candidate for this position. Include in your response any ideas you have for the executive board or committee:

Previous Positions: _____

Please describe your accomplishments in any board/committee you have previously been involved with:

If you are interested in an executive board position, please return your form to President Liz Sitgreaves by **March 1, 2018**.
lsitgreaves@johndaylegal.com

If you are interested in a committee co-chair position, please return your form to President-elect Ashonti Davis by **March 15, 2018**.
DavisA17@aetna.com.

LAW COMMITTEE CORNER

Upcoming Events

Health & Wellness Book Club

March, 7 2018

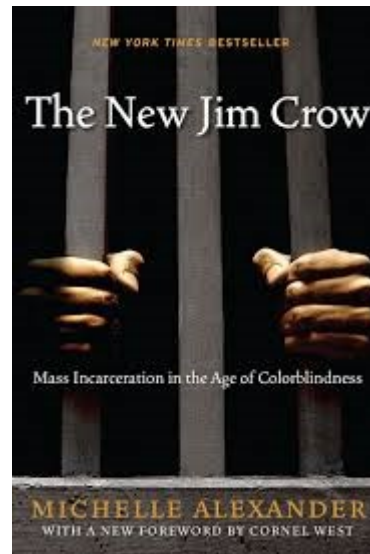
6:00 pm—8:00 pm

Venue TBA

6:00 pm - 8:00 pm

Join the Health & Wellness Book Club in reading the March selection, [A Gentleman in Moscow](#) by Amor Towles. Take an appetizer to share and your favorite beverage.

The Health & Wellness Committee is partnering with the diversity committee on May 10th. The selection is [New Jim Crow: Mass Incarceration in the Age of Colorblindness](#) by Michelle Alexander and Cornel West.



INVITE POTENTIAL
MEMBERS OR BRING
SOMEONE BACK WHO
HASN'T BEEN ONE IN A
WHILE!



MEMBERSHIP DRIVE

Location:
Bradley Law Firm
1600 Division Street, Suite 700
Nashville, TN 37203

FREE PARKING!

THURSDAY MARCH 8th 2018
5:00 PM to 6:30 PM

Meet LAW board members and committee co-chairs! Find out about LAW committees and activities!

Special recognition will be given to members who refer the most new members!

Complimentary drinks and appetizers!

NEW MEMBERS WHO JOIN AT THE EVENT GET A MONTH FREE!

(LAW membership year runs from May 1 - April 30)

[Please register by March 5th](#)

Recent Events

The Practicing Parents Committee recently held a lunch and learn at Bone McAllester. The topic was eating disorders and body image. Below is an article highlighting the presentation.

Stay tuned to for details about the next lunch and learn this spring! The topic is “Ask The Pediatrician”. If there are other items of interest that you would like the committee to address in the future, please contact Kathryn Barnett kbarnett@forthepeople.com or Anne Martin amartin@bonelaw.com

A Parent’s Primer on Eating Disorders

By Jane Salem

“Eat when you’re hungry. Stop when you are full. Eat a little bit of everything. And chill out.”

Eating healthily really is that simple, according to Ashley Grimes, a psychotherapist who focuses a great deal of her practice on treating (mostly) girls and women with eating disorders.

Grimes, who spoke to the Legal Association for Women’s Practicing Parents group recently, said the goal is “intuitive eating.”

“Our relationship with food, exercise and our bodies is supposed to be easy. It’s supposed to be fun. And it’s not supposed to involve math,” Grimes said.

“That’s not how we’re designed or created as animals. For whatever reason, the Good Lord made us the only animal that can override biological wiring. We’re the only animal that can think, ‘This is what my body’s telling me, but I don’t know.’ You don’t see any anorexic squirrels. And over the years, this whole diet mentality has developed. We count calories, grams or miles.”

To understand the extent of the problem, consider the following:

- 30 million Americans suffer from a clinically significant eating disorder at some point in their life. This number consists of 20 million women and 10 million men.
- Anorexia has the highest mortality rate of any mental illness.
- Only one in 10 women and men with eating disorders receive proper treatment.
- Nearly half of all Americans know someone affected by an eating disorder.
- In the most basic form, eating disorders are defined by “any of a range of psychological disorders characterized by abnormal or disturbed eating habits.”
- Eating disorders are serious emotional and physical problems that can have life-threatening consequences for females and males.

Grimes said that those who suffer from eating disorders tend to be high achievers and are very sensitive. They typically feel like events at school/work are spiraling out of control.

[Author’s note: My hypothesis is that members of this group know at least one person suffering from an eating disorder, or maybe you are or were that person. I base this on the drive to succeed I’ve seen among just about every LAW member I’ve met.]

Middle development school is an especially difficult time, with rapidly changing bodies, staggered rates and heightened concern on “fitting in.” It’s easy to feel shame about what’s perfectly normal. Grimes said, “You feel ostracized; you feel lonely; you feel worthless. For a lot of my middle-school kids, that’s when I think a core belief starts to develop that ‘I’m unlovable.’”

For children aged 10 and younger, controlling food intake is a “power move. They don’t have any other way to use their voice,” Grimes explained. She added that they tend to come from households that are either exceptionally strict or have few if any rules.

The youngest patient she’s ever treated was four years old.

Often eating disorders start as a desire to be more “healthy,” and the behaviors aren’t extreme but they take it too far over time. It can be kick-started by a parent (sorry, but most often it’s the mother) dieting or talking about her weight too often. Mom’s on a paleo diet; maybe I should try it, too? For a while, the child is “orthorexic,” Grimes explained, meaning they’re not diagnosable,

but they restrict their eating or engage in some other behavior that's putting them on the path to a full-blown diagnosis.

Another significant factor is social media, which Grimes characterized as "a machine." The images tend to hypersexualize girls, and adult expectations are placed on girls who are getting younger and younger, she said.

So, how can you prevent your kids from developing unhealthy relationships with food?

"They're going to model what you guys do. Parents still have the most authoritative position in a child's life, because you are the shot-caller – hopefully," Grimes said.

For that matter, parents who buy their daughters nose jobs for their 16th birthdays and breast augmentations/Botox for graduation are definitely sending the wrong message – and yes, Grimes has seen these in her practice.

Further, if you're co-parenting, you and your ex need to have the same rules and adherence to them at both homes.

Never "moralize" food with statements like, "I was so bad yesterday; I ate pizza," Grimes said. "You can't have pizza every day, but you can't have boiled carrots every day, either."

Look for picky eating habits, refusals to eat, using food to "soothe," and/or rapid weight gain or loss.

Finally, if you think someone – child or adult – has a problem, don't approach her with a group but rather individually and with concern. Ask, "Are you OK?" Expect a curt "I'm fine" as the response. Then say, "I've noticed you're not coming to lunch like you used to. ...," or whatever habit involving socializing and food she's now avoiding. It might take several times before you're heard, if ever. The goal is to come across with compassion not judgment.

Grimes is also the clinical director at Renewed, a local non-profit that educates on eating disorders and helps connect people with treatment. Go to its website at RenewedSupport.org for more information about eating disorders and how to get help. Grimes also recommended Project HEAL and The Emily Program.



Jane Salem is a staff attorney for the Court of Workers' Compensation Claims in Nashville.



A Report from the January LAW Book Club

The LAW Health & Wellness Book club met on January 23, 2018 at Joyce Grimes Safley's house to discuss *Missoula: Rape and the Justice System in a College Town*, by John Krakauer. The Book club had a great turnout for the review and discussion of Krakauer's intriguing recount of a series of "acquaintance rapes" or "friend rapes" which occurred in Missoula, Montana at the University of Montana.

Author Krakauer presents the compelling account of a series of rapes that occurred in Missoula. Krakauer describes a college town, in which the biggest employer in town being the University of Montana. Players for the University of Montana's football team, were admired, respected, and had an almost "celebrity" status in Missoula. When Grizzlies football players committed acts of rape and sexual assault, Krakauer argues that they were given special treatment by the justice system in Missoula.

Missoula gives a grim and disturbing narrative of college athletes living in Missoula, Montana, an environment that actually encouraged and supported rape and sexual assault by athletes. Krakauer argues that the University and the town of Missoula itself not only turned a "blind eye" to rapes committed by members of the Grizzlies football team, but actually fostered an environment that promoted such crimes and covered. One victim was allegedly gang raped by four members of the team. Her case was never prosecuted. The other victims were further victimized by the justice system in Missoula.

Missoula, is not an "easy" book to read. The most common reactions voiced by Book club members were "outrage", "sadness", and "anger" that the justice system failed the Missoula rape victims and gave special treatment the perpetrators because they were athletes who were "idolized" in a small college town.





New Member Spotlight

Meg Casey

Where did you grow up? Tell us about your path to practicing law. I grew up in New Orleans, Louisiana. Practicing law was something I started to think about during my last year of college. However, I did not follow the most traditional path in pursuing my law degree. I chose to work for several years in sales, instead. I lived in Atlanta, Georgia and worked for a telecommunications company called EarthLink. Through robust licensing agreements, EarthLink partnered with Time Warner Cable and Comcast, among other cable providers, to provide its high speed internet product on the cable provider platform. I was in charge of a sales region in the cable sales division of the company and also managed the department's budget. It was through my involvement in assisting EarthLink's General Counsel with negotiating the renewal of EarthLink's contract with Comcast, a major revenue driver

for the department, that I realized I would rather be on the legal side of business operations, than the sales side, and returned full circle to my interest in practicing law.

What brought you to Nashville? My husband's medical training brought us to Nashville. He is in his third year of his pulmonary critical care fellowship at Vanderbilt Medical Center. After law school, we moved to Boston, Massachusetts for his medical residency in internal medicine at the Brigham & Women's Hospital. He subsequently served as Chief medical resident at the Brigham, extending our seemingly short stay in Boston to five *cold* years! Both our boys were born in Boston, so it will forever hold a special place in our hearts. However, with two kids, we both wanted to be closer to our families, and Nashville seemed the perfect compromise between our families who live in New Orleans and Louisville, KY, respectively. Not to mention, Vanderbilt Medical Center has an outstanding Pulmonology Department. We consider ourselves very lucky to have landed where we did.

Tell us about your family. I have two boys, ages 5 and 3. Our family life is best described as happy chaos. To be quite honest, my work bag will contain a diaper, an action figure and racecar featured in the movie *Cars* on any given day. There are days I call it a win just to make it to work wearing matching shoes.

What do you do professionally and what is your favorite part of your job? I work in the litigation group at Bass, Berry & Sims, focusing on commercial, managed care and healthcare fraud disputes. My favorite part of my job is the people with whom I work. I can't say enough good things about the lawyers and staff at Bass.

What books are you reading right now and what is the last book you read? Do children's books like *The Gruffalo* or *The Giving Tree* count? Sadly, I have a hard time staying awake beyond the first page when I attempt to read for my own enjoyment!

What is your favorite quote, piece of advice, or a motto you try to live by? I am not sure to whom to attribute this motto (other than a motivational poster featuring a cat), but I am a firm believer that we are each the makers of our own destiny in all aspects of life. I also try very hard not to fear failure, although it is difficult for me at times. In 2007, while I was still working with EarthLink, I had the opportunity to attend the Women In Cable Telecommunications Annual Leadership conference where I participated in a small breakout discussion session with Soledad O'Brien and Linda McMahon, who served as our mentors. These women were every bit as inspiring as you would imagine! They each shared personal anecdotal stories celebrating their triumphs *and* failures, and it was the first time the idea of not fearing failure really impressed upon me. I have never forgotten it.

Any "fun facts" about you other LAW members don't know? I was recently (and by accident) featured on Vogue's website in a picture with Faith Hill after attending a Nashville mom event sponsored by a new eCommerce company called Maisonette. The company, which sells children's apparel and furniture, was started by two women who previously worked for Vogue and has received immense support and coverage from the magazine; hence the picture in Vogue. So...I now consider myself a Vogue socialite!

What woman most inspires you and why? Sara Blakely, founder of SPANX. She is a self-made entrepreneur who exhibited tremendous perseverance and determination in launching her product and ultimately expanding her product line into a global, billion dollar industry. One time, when I was living in Atlanta, GA, I went out for a run and got caught in a torrential downpour of rain. With nowhere to take cover, I likely appeared tragically stranded...and foolish. A young woman saw me while driving through the neighborhood and generously offered to give me a ride home. I was mortified to get into her nice, clean car in my sopping wet, muddy conditions, but nonetheless took her up on her offer. During the drive to my house, I soon discovered she was no other than Sara Blakely. My mortification in the moment and adoration of the person only grew at that point. She could not have been lovelier.

**Thank you to our Sustaining Members who support the programs,
mission and purposes of LAW above and beyond the Sliding Income Scale categories.**

Anne Arney	Amy Farrar	William O'Bryan, Jr.	Susan Neal Williams
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