

LAW MATTERS

November 2019

Volume XXXI No. 7

Annual New Admittees' Breakfast

Thursday, November 7, 2019

Wildhorse Saloon

7:15—8:00 am Registration and Coffee

8:00—9:00 am Program



Keynote Speaker:
Anne Clayton Martin
Chancellor, Part II
Davidson County Chancery Court
Twentieth Judicial District Court
Nashville, Tennessee

Guest Speakers



Metropolitan Nashville
Council Member
Kyonzte' Toombs



Gulam Zade
CEO and General Counsel
LOGICFORCE



DarKenya Waller
Executive Director
Legal Aid Society of
Middle Tennessee and the
Cumberlands

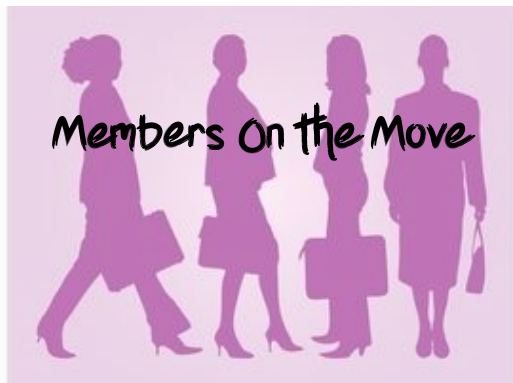


Get a discount on your ride
to and from the Breakfast!

Use code: LAW110719

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Mandy Strickland Floyd has rejoined Bone McAllester & Norton after serving a two-year fellowship with ACLU-TN

KUDOS



Kudos to LAW Members who were chosen for the *Nashville Business Journal's* 30 Under 30! (From L) Kaya Porter, Ann Murphy, Tabitha Robinson, Samantha Simpson and Hannah Kay Hunt Freeman.

PRESIDENT'S MESSAGE

by Christen Blackburn



On November 7, 2019, we will celebrate all those who will be newly admitted to the Tennessee bar at the New Admittees' Breakfast. I want to congratulate all the current and future LAW members who have studied countless hours to pass this important milestone in every Tennessee lawyer's career (including LAW Board member Rachel Harris!). I hope that you will join us to celebrate their achievements.

A law license gives these newly minted lawyers so many opportunities. Of course, new lawyers will no doubt be presented with opportunities to achieve

personal success and to develop a law practice. But they will also have the opportunity to impact and shape their community.

By passing the bar, these admittees have overcome one of the initial challenges lawyers face. But lawyers who have been practicing for any length of time can attest that the practice of law presents many more challenges after the bar exam. These admittees will quickly learn that there are many things about practicing law and building a law practice that no one teaches you in law school. For instance, law schools do not offer classes on how to meet the demand of clients while balancing a personal life and selfcare. How to navigate the politics of a law firm or legal department to rise in leadership are certainly not covered. In addition, how to connect with clients, build a book of business or be recognized for your skills and contributions in the community are skills that takes years of experience to master.

While we celebrate the accomplishments of all the admittees, this organization offers a special place for the women joining our ranks. Some of these newly admitted women will at some point in their journey change firms, switch practices, take completely new career paths, take time off, or start their own law firms (like LAW Board member Shellie Handelsman, who just opened her own firm!). One thing that I hope that we will pass along to these women in the beginning stages of their career is that while there are still more challenges to face, they have a community of women in LAW who are there to listen, to guide and to support them.

If you know a new admittee, a new lawyer in Nashville, or a woman facing one of these new challenges, encourage her to come to an LAW lunch or networking event so she can become involved in and supported by this amazing community of women. Because in LAW, we have a community of women who have faced every challenge imaginable and who are there to help advise and guide them to success.

ACCEPTANCE OF

New Admittees' Breakfast reservations has been

extended to

5:00 pm

Monday, November 4, 2019

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2019 Marion Griffin Women's Symposium
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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.

UPCOMING EVENTS

2019

November 19, 2019

Membership Luncheon and One Hour Dual Credit CLE

JAIL? But I Just Wanted to Get Paid!



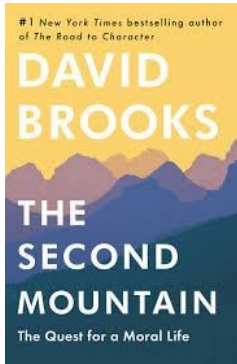
We all know that Tennessee's Criminal Code is located in Title 39, but criminal offenses and penalties are not restricted solely to that section of our Code. Liz Tipping of Cotney Construction Law will lead our exploration through some of Tennessee's "hidden" crimes, and how they impact our obligations as lawyers and advocates.

11:15 am Registration and Lunch
Noon—1:00 pm CLE

BB King's Jaz Club
152 2nd Ave. N, Nashville, TN 37201

November 12, 2019

Health & Wellness Book Club



6—8:00 pm

203 Heathstone Circle
Franklin, TN 37069

Take your favorite beverage
and an appetizer to share!

November 14, 2019

**Community Relations Volunteer Project
at Thistle Farms**

9:30—11:30 am

5122 Charlotte Pike
Nashville, TN 37209

As Thistle Farms prepares for its busiest time of the year, volunteers will assist in making sure holiday products are ready for shipment. Volunteers can expect to stuff envelopes, cut and fold tissues paper, tag apparel, and more.

November 14, 2019

Networking Committee

Trivia Night



7:30 pm

Diskin Cider
1235 Martin Street
Nashville, TN 37203

December 12, 2019

Member Appreciation CLE

3:00—5:00 pm

Followed by Holiday Mixer

Until 7:00 pm

Butler Snow LLP
150 3rd Avenue South, Suite 1600
Nashville, TN 37201

To register for all LAW events, go to www.law-nashville.org/events

October Member Meeting Recap

By Caroline Sapp



On October 15, 2019, Shanna Singh Hughey, President of Think Tennessee, and Elizabeth Gedmark, Senior Staff Attorney and Director of the Southern Office for A Better Balance, were the presenters for the October meeting and CLE, "State of Our State: Women in the Workforce in Tennessee."

Shanna Singh Hughey started the CLE with statistics on how Tennessee women were doing in the workforce. The conclusion – not well. For example, mothers make \$0.72 for every dollar that a father makes, which creates an annual earning difference of \$13,643.00; Tennessee women are less likely than men to be employed or actively looking for employment; forty percent of female-headed families live in poverty. From 2012 through 2015, Tennessee ranked tenth for the highest rate of pregnancy discrimination charges filed with the U.S. Equal Employment Opportunity Commission.

Mrs. Hughey explained some key barriers for these statistics: There is no requirement for Tennessee companies to provide pregnancy accommodations; and Tennessee mothers who work depend on childcare to continue working.

She then proposed potential solutions to these barriers, including accommodations for pregnant women and mothers and paid family and medical leave, which reduces the likelihood of public assistance, increases the working hours, strengthens competitiveness, and improves retention of female employees. By implementing policy changes, like reducing a family's childcare costs by one percent, Tennessee's economy could grow by \$1.1 billion dollars. Additionally, if Tennessee implemented policies that assisted in increasing the number of women employees, Tennessee could add almost \$34 billion to State's GDP by 2025.

Elizabeth Gedmark offered real life examples of women in the workforce in Tennessee. One example was a woman working in Memphis, Tennessee, who provided a doctor's note providing lifting restrictions to her supervisor; the supervisor continued to require that she lift boxes almost thirty pounds heavier than her doctor allowed, and sadly, she miscarried.

Mrs. Gedmark also explained what Tennessee was doing to support working women and their families. Tennessee law requires employers to provide unpaid time to pump breast milk, and protects a person's right to breastfeed in any public or private space; and certain employees can take up to four months of unpaid leave for a new child;. Recently, Tennessee increased child care providers' reimbursement rates when the providers participate in the Child Care Certificate Program.

She also offered solutions on how Tennessee can continue to increase woman's ability to be economic drivers: provide pregnant employees with a clear legal right to reasonable accommodations when needed; extend paid family and medical leave to all employees in Tennessee; guarantee pay equity for women; and increase investment in early education and child care programs to improve the quality of childcare and expand access to these services.

Key takeaways of the program were that when women suffer financially, Tennessee families suffer; pro-family policies boost economic growth and break down barriers preventing women from achieving economic security; and that Tennessee can learn from peer states, which have removed economic barriers for women and their families.¹

¹The above information and additional facts and details can be found on the handouts provided by Shanna Singh Hughey and Elizabeth Gedmark: State of Our State: Women in the Workforce & Fact Sheet: Working Families & Economic Security (Sept. 2019).



Caroline is a 2019-2020 Newsletter Editor. She is an attorney with the Law Offices of John Day, P.C.

An old lady lawyer rethinks scooters in Nashville

By Jane Salem

Since turning 50, I've tried hard to avoid being perceived as *old*. I don't wear "mom jeans." I cringe when servers call me "ma'am," even though with the age difference it's entirely appropriate. I occasionally listen to Top 40 radio in the car, although admittedly I don't always like it. And I only put one space between each sentence. Yep, I'm trying to be cool. Insert riotous laughter from my teenage daughters here.

So imagine my gut reaction when I went for a run early last spring over the lunch hour from work in Metrocenter through Germantown and along the riverfront, I counted more than 20 abandoned electric scooters in my five miles - about half of those abandoned scooters were splayed on the ground like roadkill. A few with actual riders whizzed past me on the sidewalk.

My reaction was 100-percent old lady. On my return, my poor coworkers heard an earful.

When bikers pass me while I'm running, they usually warn me that they're behind me, and they're not going very fast. I got no similar courtesy from the scooter riders. And although I'm not known for my love of everything in its place, the scooters on the ground bothered me. So did the random placement of those that were upright.

Until that point, I really hadn't seen the complete impact of Nashville embracing scooters because I live in Green Hills, where they literally haven't made many inroads. Also, I don't go downtown often. Arrgh, there it is again, my age. But I remember when it was inexpensive to park downtown, and, well, there weren't so many pedal taverns and bachelorettes.



Then in May, a 26-year-old man was hit by a car and died while riding a scooter. He was on Demonbreun Street and 14th Avenue South, a busy area most times of day. Apparently he made an improper left turn into the road from a sidewalk right before the accident. We later learned he had a blood alcohol level more than twice the legal limit. What a tragedy for his family, and I can't imagine the guilt the driver of the SUV that hit him must feel, regardless of the fact that it wasn't his or her fault.

The incident made the city take a collective breath and reconsider the whole scooter thing. A month later, then-Mayor David Briley called for a ban, calling the scooters a "failed experiment." At that time, over 4,000 scooters were available for rent.

In July, the Nashville Metro Council tentatively rejected a ban and instead authorized a selection process so that only three scooter companies may operate in the city. This cut the fleet by half. They also set hours of operation, created "slow zones" and "no-ride zones" in certain areas, among other restrictions. The Council additionally promised to revisit the issue in a month.

In late August, the Council rejected a ban once again, and did so overwhelmingly. Notably, according to a *Tennessean* article, then-Council member John Cooper favored the ban, which suggests that now that he's mayor, he's probably going to scrutinize the scooter companies closely.

Being lawyers, we like to look at things from both sides. So, consider that in June 2019, Consumer Reports published an article finding that since fall 2017, eight people in the U.S. died while riding a rented scooter, and 1,500 were injured during the same period. In another study, the Center for Disease Control and Prevention (CDC) studied people who used emergency medical services related to scooter use in Austin, Texas from September 5-November 30, 2018. The CDC found approximately 20 injuries per 100,000 scooter trips.

By contrast, the Insurance Information Institute reported that in 2017, 64,795 deaths resulted from accidental poisoning by and exposure to noxious substances (meaning mostly opioids, legal and illegal); 40,231 fatalities resulted from motor vehicle accidents; and 14,542 from assaults by firearm.

In sum, scooters aren't nearly as deadly or dangerous as some other activities. Is it possible that, done right, scooters *aren't* a menace to our streets?

I saw a recent Facebook post among a group of moms like me that started on the premise of "I hate scooters." I'll admit, I "liked" it.

But then I read on and saw a response from someone I've known for over 15 years, a smart, funny mom in her early 50s with a high-ranking job with the State of Tennessee. She wrote that "rules" are needed to improve safety. But, she said, as someone who works downtown, she has seen that scooters have eliminated a number of transportation difficulties, and she herself uses them "several times per month" to get to meetings or lunch dates.

Isn't she cool? I would love to see her looking totally boss as she scoots around town. She pretty much shut down the conversation. I instantly regretted my "like" for hating scooters. Then I "liked" her comment.

Oh, and to follow up on my friend's reference to "rules," the previously-mentioned CDC report concluded: "A high proportion of e-scooter related injuries involved potentially preventable risk factors, such as lack of helmet use, or motor vehicle interaction. Interventions aimed at these risks and education to first-time riders could potentially reduce injury incidence and severity."¹

Maybe we can do this, Nashville. But please, let's be careful out there. An allusion to a show that only old people will understand.

¹ <https://www.cdc.gov/mmwr/preview/mmwrhtml/mm4949a2.htm>



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

RECEIVING TOO MANY EVENT EMAILS FOR EVENTS YOU CANNOT ATTEND?

CLICK

Not Attending

OR

No

AND YOU WON'T RECEIVE AN INVITATION FOR THAT EVENT AGAIN!

It's That Time of Year Again: The Best Holiday Presents for Grandkids

By Sherie Edwards

Each year, around the beginning of November, most of us start planning our holiday gift shopping (if you are one of those people who has all of your gifts purchased and wrapped before Thanksgiving, really? You are just too hyper organized!). If you are buying for grandkids (or kids, for that matter), you are probably researching 2019's hot toys. I remember years ago, when my youngest was about three-years-old, all she wanted was a Cabbage Patch doll. I stood in line at Walmart for hours to purchase that (expletive deleted) doll; she loved it for a while then moved on to the next big thing. Isn't that the way it usually goes?

According to Amazon (one of the biggest line items on my budget next to Ann Taylor, the veterinarian, and Starbucks), the hot toys for this holiday season are the "Poppin' Pals Pop-up activity toy" and the "Melissa & Doug Turtle Ball Pit" for preschoolers; "Hatchimals Pixies," "Journey Girls Doll," and "Treasure X King's Gold Treasure Tomb" for the five-to-seven-year-old age group; "Funko Pop! Funkoverse Strategy Game" and Legos for the eight- to-twelve- age-range; and anything tech for older kids. For my grandson, if it's Nashville Predators' tickets or apparel, it's perfect. This year, though, why not consider two gifts that are sometimes in short supply, but greatly appreciated by kids young and old alike:

Time

Experiences

Since about the time he turned four, Tanner (my grandson) has come home with me on Thanksgiving night to spend a day or two with Gigi. When he was little, we would watch *Elf*, drink hot chocolate and eat popcorn. (We tried spaghetti with maple syrup once—I don't recommend it.) As he's gotten older, we have done things such go to the Adventure Science Museum, movies, watch *Dr. Who* (I still think he's too young for his favorite holiday movie, *Die Hard*), go hiking at Radnor, and his favorite activity with Gigi: spending time at Parnassus Books, and getting a snack at the Donut Den. The past few years, I have waited until Thanksgiving so that he can help decorate the tree, and then, we make cookies for his mom and dad.

T-bone (his nickname because, let's face it, a ju-jitsu fighter/hockey defenseman needs a cool nickname), who is now eleven, and almost as tall as me, will be spending Thanksgiving weekend with me again this year. A few months ago, when I asked him if he still wanted to spend the days after Thanksgiving with me (thinking he would want to stay home to hang out with his hockey buddies), his enthusiastic reply was "Heck yeah! I love spending time with you." His Christmas present will be a trip to Chicago to see *Hamilton* and to visit the museums - something he will never forget. But we'll also spend time playing cards (he's killer at gin rummy), talking about the Revolutionary War (he's a budding Jon Meacham), watching videos of my dad playing his steel guitar, and telling stories about what I did when I was his age.

You see, it isn't about the biggest or most expensive present - it isn't about things at all. It's about making memories that your grandchildren will carry with them for years to come. This is a lesson that was lost on me when my own kids were younger, and I was a broke single mom. I always felt guilty that I couldn't buy them lots of presents for birthdays or Christmas. I tried to make it up to them as adults by spending lots of money on presents; I even took my girls to see New Kids on the Block when they were in their late 20's, because I couldn't afford it when they were younger (and because, well, the Wahlberg brothers). But, individually, they told me that I didn't need to buy them lots of gifts—just time with me was what they wanted. So that's what I try to give them, along with some cool experiences.

All of us are busy, with family, careers, and community involvement. Sometimes giving the gift of time is tough; not that we don't want to, but because we have so many priorities competing for our finite amount of time. I challenge you, and myself, to spend less on "things" and spend more time with those you love. Long after the toys are broken and the gifts are last year's fads, the memories will provide smiles that will last a lifetime.



Sherie is Vice President of Corporate and Legal for State Volunteer Mutual Insurance Company (SVMIC). She is a past LAW board member and president-elect of the TBA.

Fall Activities in Columbia, Tennessee

By Samantha Simpson

Happy Fall, Y'all! As Tennessee says goodbye to summer weather and hello to cooler temperatures, you may be looking for some quintessential fall activities to enjoy on a weekend. My hometown, Columbia, also known as the "Dimple of the Universe," is the perfect place to experience fall in an atmosphere of small-town southern charm. Just an hour's drive south of Nashville, you can find historic homes, century farms, unique boutiques, and a variety of restaurants, breweries, and coffee shops.



Start your trip by exploring Columbia's charming and walkable downtown square. Start your day with a cup of coffee at Muletown Roasted Coffee (23 Public Square) or brunch at [Square Market and Café](#) (36 Public Square). Have lunch at [Southern Tre Steakhouse](#) (117 West 7th Street) or dinner at [Vanh Dy's Restaurant and Lounge](#) (Thai fusion), which frequently offers live music on weekend evenings. After checking out the local eateries, you can walk around the square and explore the various retail offerings, such as [Duck River Books](#) or Accents and Antiques. Looking for a new fall outfit? [Lily Jane](#), [Oak and Lace](#), or [Blue 32 Vintage Marketplace](#) have got you covered. Columbia's children's museum, [a'Muse'um](#), is located at 123 West 7th Street; it offers an indoor play place, crafts, a lit-brite wall, exhibits, and more. If you need some refreshment after walking around, check out Taps Off Main, [Hattie Jane's Creamery](#), or [Pie Sensations](#).



Next, walk down West 7th Street to tour the [James K. Polk Home and Museum](#). Columbia prides itself on being the hometown of our 11th President, and the Museum contains the "largest collection of Polk artifacts in the country[.]" If you are interested in history, I would recommend walking a few more blocks to [St. Peter's Episcopal Church](#), which was built in 1860, and the [Athenaeum Rectory](#), founded in 1852, which was one of the first pre-Civil War schools for young women to teach academic subjects such as astronomy and geometry.

In 2016, Columbia created an Arts District, located a few blocks away from the downtown square at the intersection of South Garden Street and West 10th Street. The Columbia Arts District is home to several small businesses, such as [Bad Idea Brewing](#), [Tallgrass Meat](#)

[Co.](#), [Windmill Bakery and Coffee Shop](#), and [Needle and Grain](#). Don't miss out on visiting another craft brewery, [Asgard Brewing Co. and Taproom](#), nearby at 104 East 5th Street, which frequently hosts food trucks.

If you have time to drive further into Columbia, I encourage you to check out Satterwhite Farm's [Pumpkin Paradise](#) at 3005 Sheegog Lane. The Satterwhite family has farmed this property for over a hundred years, and Pumpkin Paradise is a perfect experience for families with children, who can play on swings, slides, corn box, a pedal track, climbing tires, hay maze, and more. You can also purchase a variety of pumpkins and other vegetables. The farm is open from 2-6 pm on Fridays, 9 am to 6 pm on Saturdays, and 1-6 pm on Sundays. Later in the year, Satterwhite Farm will have fresh Christmas trees available for purchase.

If you have the chance to visit Columbia, you will not be disappointed with the friendly citizens, diverse restaurants and retail offerings, and southern charm. You may even hear someone say, "Y'all come back now!"



Samantha is one of LAW's 2nd Year Directors. She is an Assistant Attorney General with the Tennessee Attorney General's Office.

Thistle Farms



As mentioned in the October Member Meeting Recap, our monthly meeting and luncheon changed venues this month to Thistle Farms, located at 5122 Charlotte Pike, Nashville, Tennessee. Not only can you reserve a space to hold a meeting or an event, you can eat in their café (**The Café at Thistle Farms**) or shop in their store (**The Shop at Thistle Farms**).

Thistle Farms is a nonprofit, which helps women survivors recover and heal from trafficking, prostitution, and addiction. Thistle Farms provides women with a safe place to live, a job, and support. For more information on Thistle Farms, visit their website: <https://thistlefarms.org>

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

Audrey Anderson	Lynne Ingram	Jennifer Robinson
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Kathryn Barnett	Lauren Lamberth	Julie Sandine
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Jessica Gichner	Betsy Phillips	Jane Young
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