

## Women's Initiative

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### Women's INITIATIVES at fg

Flaster Greenberg's Women's Initiative is a forum with the mission of promoting our women attorneys to the highest levels of business development, professional growth, and personal satisfaction.

The consensus was that the best way to achieve this was to increase active participation in the Initiative and use it to provide opportunities for our women attorneys to make the most of our resources in developing career goals.

Designed by and for our women attorneys, this program brings together women from across the firm to:

- Exchange ideas
- Foster internal relationships
- Expand business contacts
- Build leadership and rainmaking skills
- Develop, expand, and manage client relationships
- Train and mentor our young women attorneys in the courtroom and in the boardroom
- Bring to light the obstacles that women in the legal industry face and offer practical advice and work on solutions
- Identify ways to harmonize the demands of law practice and full-time lives

To help our women attorneys achieve this important balance among all of life's varied demands, the Initiative provides a place to raise the issues they face, develop solutions, provide support, and strengthen their ability to achieve career success. They work together to overcome statistics for women in the law and provide a support network to help each other so that they can remove the glass ceiling, and no one has to break it for them.

### Women's Advisory Group

Our women attorneys take pride in their exceptional service, outstanding results, and supporting women in business, therefore they expanded the initiative to include the firm's first-ever Women's Advisory Group.

The Women's Advisory Group's mission is to provide a trusted circle of advisors to collaborate with female entrepreneurs in a way that is unique to women. Combining the personal experiences and legal acumen, this group is poised to provide strategic assistance to women business owners and C-Suite female executives with the myriad of legal issues they face. Simply put, they provide practical legal advice from women, for women. [Learn more.](#)

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## Meet Our Women Attorneys

We wanted to acknowledge some of the amazing women here at FG. The value they bring to the firm, our clients and the community is remarkable, and we are proud to have them on our team!

### MEET JENNIFER JOHNSON, REAL ESTATE & LAND USE SHAREHOLDER

**Question:** Can you tell us about a woman that has inspired you?

**Answer:** My husband's grandmother, Ruth MacDonald, inspires me. "Granny" lost her husband tragically in the early 1950s when she had two small children. She was a registered nurse and returned to nursing during the overnight shift so she could take care of her family during the day. Her dedication and ability to persevere inspires me. I often wonder when she slept! And you know what? She never complained and was always smiling. Granny passed away in 2015 at the age of 102. I think about her all the time. But she is especially on my mind when I am stressed or feel like I have too much on my plate. Thinking about her long life, dedication to her family, and her hard work grounds me. I quickly realize how lucky I am to have my family and colleagues for support. If Granny could be a 24-hour caregiver, I can certainly juggle my professional and personal life with the same patience, grace, and determination as she did. She inspires me to keep going for my family and my clients!

**Jennifer Johnson** is a shareholder in the Real Estate & Land Use Department handling all types of real estate, land use and commercial matters. She represents owners, tenants, non-profits and individuals involved in land use development, acquisition, leasing and all other aspects of real estate and other commercial matters.

Jennifer's practice focuses on all aspects of commercial and residential real estate transactions and development including acquisition, land use approvals, leasing and financing of a wide variety of retail, office, industrial and residential projects throughout New Jersey. She handles all types of land use approvals and regularly appears before planning and zoning boards all over New Jersey. She also represents individuals in residential real estate matters.

### MEET TAMI BOGUTZ STEINBERG, CHAIR, BUSINESS & CORPORATE DEPARTMENT

**Question:** What are some tips to maintaining a "balancing act" of dealing with remote work/school/care-giving, etc during this pandemic?

**Answer:** As a busy corporate attorney and the single mother of a tween daughter, this past year has definitely had its unique challenges. I have found that most clients are extremely understanding when you have to put them on hold because a child walks in the room with a question, or the dog barks. In fact, many clients are dealing with similar challenges. That being said, I've had to get a lot more creative with my time management, setting aside time to help my daughter with her school work more so than in the past, scheduling zoom meetings during the classes for which I know she won't need to come to me for assistance, and now that she's back in school and I have to chauffeur (as a result of not having a bus or sitter this year), scheduling calls during the drives. And finally, I also work later at night when she's on the phone with friends or watching TV. But I do find it very important to put the phone away during dinner and post-dinner family time. It is essential to have down time, as working from home, parenting, and stepping in as an at-home teacher can become overwhelming if you don't take time for self-care. One upside I have seen this

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past year is that it has lent itself to most clients and attorneys becoming much more flexible, adaptable and understanding regarding external distractions that many of us are dealing with, rather than treating them as an unreasonable intrusions as in the past.

**Tami Bogutz Steinberg** is chair of Flaster Greenberg's Business & Corporate Department and a member of the firm's Board of Directors. For over 30 years, scores of business owners, entrepreneurs and closely held businesses across a wide range of industries have turned to Tami as their trusted legal advisor. She is known as one of South Jersey and Philadelphia's leading business and corporate attorneys. She represents businesses in all stages of their business life cycle, from formation through dissolution or sale. Her practice encompasses mergers and acquisitions, financings, joint ventures, partnership and shareholder transactions, contracting, dispute resolutions, corporate governance and private placements.

### MEET MEGHAN C. MOORE, INSURANCE RECOVERY LAW SHAREHOLDER

**Question:** Can you tell us about a woman that has inspired you?

**Answer:** As a girl growing up in Montana, I was inspired by Jeannette Rankin, the first woman elected to the United States Congress. She served as a U.S. Representative from Montana beginning in 1916, four years before the Nineteenth Amendment guaranteed women the right to vote. She was poised and fearless. She introduced her first bill, the Susan B. Anthony amendment to guarantee and protect women's suffrage in the Constitution, on her first day in office. Women won the right to vote nationally four years later. While I do not agree with every position she advocated, I admire her determination and commitment to making a difference in the world around her. Jeannette Rankin was a trailblazer and activist, not only for women's rights, but also for improving working conditions for laborers and health care for women and infants.

**Meghan C. Moore** is a member of Flaster Greenberg's Insurance Recovery and Litigation Practice Groups, and serves on the firm's Board of Directors. She represents both businesses and individuals in complex coverage and bad faith disputes with their insurance companies. Her civil trial practice includes all aspects of civil litigation, including trial, mediation, arbitration and appellate practice in state and federal courts. She concentrates on helping companies secure coverage for defense and indemnity when facing high stakes litigation and assists them in recovering property and business interruption benefits when they suffer catastrophic losses from natural disasters. Her practice includes representing policyholders in disputes under commercial general liability, commercial property, fidelity, directors and officers, errors and omissions, and securities liability insurance policies.

### MEET NICOLE A. JOSEPHY, INSURANCE RECOVERY LAW ATTORNEY

**Question:** What does Women's History Month mean to you?

**Answer:** For me, Women's History Month is a reminder of the courageous women that came before me and the ones that stand next to me. I am filled with gratitude for the women who paved the way against adversity, not only professionally but in my personal life. My mother raised me and my three sisters all on her own. She taught us the endurance, willpower, and strength of a woman. This month, and every month, I am grateful.

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**Nicole A. Josephy** is a member of Flaster Greenberg's Insurance Recovery and Litigation Departments focusing her practice on complex civil litigation and represents individual and business policyholders in insurance coverage litigation in both state and federal courts. Headquartered in FG's Boca Raton, FL office, Ms. Josephy was an attorney at a boutique insurance recovery litigation firm in South Florida prior to joining the Flaster family. Before that, she worked as an associate at the largest Florida-based litigation firm.

### MEET KRISHNA A. JANI, CYBERSECURITY & LITIGATION ATTORNEY, CIPP/US

**Question:** Tell us your thoughts on the impact Vice President Harris will have on the future of women leaders?

**Answer:** The election of Vice President Kamala Harris is monumental for several reasons—she's the first South Asian Vice President, the first Black Vice President, and the first woman Vice President. She is paving the way for other women leaders, including women of color, to participate at the highest levels of our government and other organizations. Representation matters! I'm inspired by Vice President Harris' already impressive legal career, the way in which she uses her voice, and the way she lifts other women up with her. Her impact, I believe, will be felt for generations of women leaders to come who will know that they do not have to fit into an antiquated mold of leadership. Rather, women leaders can chart their own path.

**Krishna A. Jani**, CIPP/US, is a member of Flaster Greenberg's Litigation Department headquartered in Philadelphia, PA focusing her practice on complex commercial litigation. She is also a member of the firm's cybersecurity and data privacy law practice groups through which she advises clients on matters related to regulatory compliance, data breach response, and crafting privacy-by-design policies.

Ms. Jani received her B.A. in International Studies and Spanish from Virginia Commonwealth University. Krishna then worked for two years as a paralegal before attending law school. She went on to obtain her J.D. from William & Mary Law School where she received the Powell Scholarship for outstanding oral advocacy skills in the Trial Advocacy course.

In 2020, Ms. Jani became a Certified Information Privacy Professional (CIPP/US) by the International Association of Privacy Professionals.