



GIR

Global Investigations Review

2018

**WOMEN IN
INVESTIGATIONS**

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This year GIR once again shines a spotlight on female practitioners in our second Women in Investigations special. The white-collar world is filled with female investigations practitioners whose reputations and résumés speak for themselves, and this special serves to demonstrate the wide variety of talented women – from government enforcers to the next generation of investigators – who form part of the worldwide investigations community and we think GIR readers should get to know. The final 100 were chosen following an open nomination process where we encouraged GIR readers to present up to three names along with compelling reasons for why those individuals deserved to be featured.

The special comes after almost a year of unprecedented dialogue around systemic problems female professionals contend with in the workplace, ranging from pay disparities to sexual harassment to an institutional lack of opportunities afforded to women and minorities.

Part of that conversation was sparked by the #MeToo movement that rose up following reports in late 2017, from both *The New York Times* and *The New Yorker* on the decades of alleged sexual assault and harassment by Hollywood film producer Harvey Weinstein.

The legal community has not been immune to the problems with

sexual harassment and diversity. Since the first reporting on Weinstein, a survey of 1,000 lawyers by a UK trade publication revealed that 42% of respondents had experienced sexual harassment in the workplace. Meanwhile, research management consulting firm McKinsey & Company in 2017 showed that women in North American law firms are 29% less likely to reach partnership in law firms compared to their male colleagues.

In February 2018, research by GIR Just Anti-Corruption revealed that, since 2004, the US Department of Justice (DOJ) has awarded compliance monitorships in FCPA matters to 40 men and just three women. The issue has not gone unnoticed, and in a recent settlement with Japanese electronics company Panasonic Avionics Corporation, the DOJ for the first time ever added a clause that monitor selections shall be made in keeping with the department's commitment to diversity and inclusion, a development lauded as a milestone.

While casting more light on these issues can only be seen as positive, these reports also show how much work remains to be done.

When we launched GIR's first Women in Investigations survey in 2015, we featured individuals including the head of corruption at Norway's anti-corruption body Økokrim, Marianne Djupesland;





the head of global compliance at Baker McKenzie, Mini vandePol; and recent GIR Lifetime Achievement Award winning Steptoe & Johnson partner Lucinda Low.

Several of the previous nominees have gone on to scale greater heights since featuring in the 2015 special. For example, Louise Hodges at Kingsley Napley was appointed head of criminal litigation at the firm in 2017 and, in 2018, Freshfields Bruckhaus Deringer promoted Hong Kong partner and 2015 nominee Georgia Dawson to managing partner for the Asia-Pacific region.

Other 2015 nominees have left established firms to open their own investigations shops. Former Trench Rossi Watanabe associate Erica Sellin Sarubbi left the firm in 2016 to open investigations boutique Maeda Ayres & Sarubbi Advogados, while in 2018, Lalive counsel Sonja Maeder Morvant left the Swiss firm to launch an investigations practice at Geneva firm OHER.

One of our main aims for this special has been – and continues to be – to showcase the breadth and depth of talent among the women in the international investigations space. Since the inaugural 2015 special, many of those featured told that their inclusion had helped build lasting professional relationships. It is our hope that the nominees on the 2018 list will be welcomed to the fold to continue to foster that network of female investigations practitioners.

In the 100 profiles in the 2018 special, the nominated women tell us what they bring to the table as

investigators, their biggest career accomplishments to date, and their thoughts on how to create and promote inclusivity at work. We hear from individuals including Isabel Costa Carvalho at Hogan Lovells in São Paulo, Deborah D'Aubney at Rolls-Royce, and former US Deputy Attorney General Jamie Gorelick, now a WilmerHale partner, who said that “women need to make sure that other women have opportunities and more men need to see the talents that women bring to the table.” From the UK's Serious Fraud Office, prosecutor Emma Luxton shares why the prosecution of a UK printing company was the highlight of her career so far.

We also asked the nominees to comment on the other side of their lives: what do they do outside work that makes them a better investigator? What are the facts about them that not people may know? And as the investigations world seems to attract the adventurous, we've also got lawyers to tell us the most exciting place their work has taken them.

In the profiles, lawyers recount raking wet concrete in Mongolia, visiting the home of the UK's prime minister at 10 Downing Street, and being in Cairo during the Arab Spring. One lawyer created an award-winning rum cocktail recipe while seven-months pregnant; another once beat Daniel Day-Lewis in an acting competition.

Read on for the full list nominees and abridged versions of their profiles. The full-length profiles are available on: globalinvestigationsreview.com



Laura Perkins
Hughes Hubbard & Reed
Partner
Washington, DC

A practice focused on investigating and representing clients in complex white-collar cases was a natural fit for me after I spent 10 years conducting and supervising large FCPA and fraud investigations and prosecutions at the US Department of Justice (DOJ). I love unearthing facts and putting those facts together to determine what happened in any given situation, why it happened, and the legal consequences, if any.

Serving the people of the US as a prosecutor for the DOJ was an honour and a highlight in my career. It is now incredibly rewarding for me to use the experience I gained at the department to help my clients as enforcement agencies around the globe increase their enforcement efforts.

I have been fortunate to have had many opportunities throughout my career. When I was a junior associate, I was given significant responsibilities in complex investigations and participated in (and even had witnesses in) three civil trials, which solidified my belief that trial practice was something I wanted to pursue.

I then had the opportunity to be a white-collar criminal prosecutor, which brought its own investigative and trial opportunities. I also had the opportunity to supervise other prosecutors and work with senior leadership at the DOJ.

I now have the opportunity to work with a talented, fun group of people at Hughes Hubbard and advise clients on complex legal issues. Together, these opportunities have made my legal career interesting, challenging and rewarding.

I bring experience, know-how and intellectual curiosity, as well as rare insight into DOJ practices, policies and priorities, to the table. I have spent most of my career investigating complex, multi-jurisdictional cases so I know how to conduct an investigation and how to avoid the many pitfalls that can occur in complex investigations. I also bring with me a very experienced and multilingual team that has conducted investigations across the globe for US and foreign clients.

I raise two children. Some days, it takes all of my investigative skills just to find out if they have homework. Then it takes all of my advocacy skills to get them to do their homework, shower and go to bed.

The best advice I received was to listen – to witnesses, clients, judges, and others. It is amazing the things you can learn if you just listen when others speak. I have seen many lawyers try to impose their version of the facts on witnesses but when you do that, you don't learn the facts. You may not always hear what you want to hear from a witness in an interview, but it is better to learn the truth during that interview than to learn it after you have crafted (and maybe even made) an argument around what you thought were the facts.

The worst advice I received was to not pursue a career in law. I had a finance degree from college and some people told me that I should abandon my goal of becoming a prosecutor and head to Wall Street instead. Had I listened to them, I would have passed up on an incredibly rewarding experience and a career I love.

One of the hottest topics in investigations right now is how to conduct a multi-jurisdictional investigation efficiently and effectively. Multi-jurisdictional investigations often involve enforcement authorities from multiple countries with differing demands and expectations, different legal standards, and complicated data privacy restrictions. It requires an experienced and knowledgeable team to face these challenges, and I am fortunate to have such a team at Hughes Hubbard to help me advise clients on how to navigate these issues.

Although strides have been made in the legal community toward gender equality, much more needs to be done. I am proud to work at a firm that has long been at the forefront in the fight for gender equality. In the 1940s, Hughes Hubbard hired female associates when other Wall Street firms weren't even interviewing women; and in the late 1960s, it was the first major Wall Street law firm to promote an African-American female to partner.

Beginning in the late 1990s, the firm selected Candace Beinecke to serve as its chair, making Hughes Hubbard the first major New York law firm to be led by a woman. I am proud of the firm's efforts to create gender equality and hope that these efforts, as well efforts by other law firms and companies, help close the gender gap.

I love scuba diving. I became a certified diver at the age of 11 and have done over 1,000 dives.

There is a lot of travel involved in a complex investigations practice. My job has taken me to many interesting places, including recent trips to Australia, France, Spain, England, Germany, and China.