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### Members and Friends of IWIRC NY,

We hope you are all staying safe and healthy, and enjoying these last few weeks of summer.

Although, fortunately, the spread of COVID-19 in our area has continued to decline in recent months, there is still much uncertainty about the future. Many of us are struggling with difficult decisions regarding school, childcare and elder care while continuing to navigate the new normal of working home, often with no clear picture of when we will be returning to our offices. It remains unclear when we will be able to resume business as normal, including IWIRC NY's regularly scheduled networking and substantive programming.

IWIRC NY remains committed to providing a platform for members to stay connected and receive support. In that vein, we will be circulating a survey to our members and friends to help determine how best IWIRC NY can serve this community during this virtual age. In addition, look inside for a sneak peek at our next virtual wellness event!

Especially during these trying times, we truly appreciate the support of each and every one of you, and we look forward to seeing you all again soon.

Best,

Samantha Martin  
Jasmine Ball  
IWIRC NY Co-Chairs

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#### Become a Member

Joining IWIRC NY is easier than ever.  
[Sign up](#) and select New York as your primary network.

#### Get Involved

Interested in joining an IWIRC NY subcommittee?  
Do you have member news to share? [Drop us a line.](#)

IWIRC • NY [www.iwirc.com/networks/new-york](http://www.iwirc.com/networks/new-york)



While we are still working on concrete plans, particularly since many of you are finally taking some well-deserved time off at the tail end of the summer, we are planning social and substantive virtual events for the fall.

On the social side, we will be hosting a virtual wellness event — invitations coming soon! On the substantive side, we are exploring two potential panels — one on the Paycheck Protection Program and other federal relief and another on trends in distressed cannabis companies. Keep an eye out in your inboxes for these!

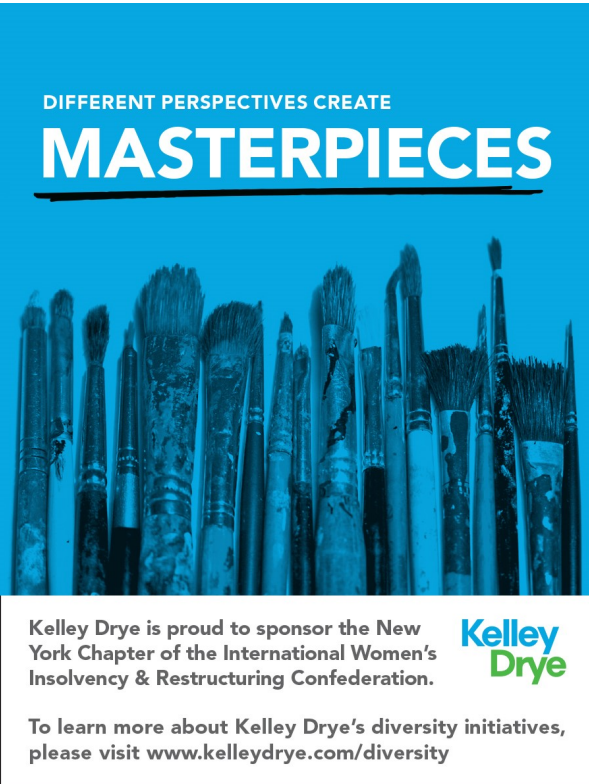
As Samantha and Jasmine indicated in their note, we're sending out a survey to hear from you about what you want to see from IWIRC. We value your perspectives on how we can bring our network together while apart and hope you will take the time to give us your feedback!



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## Krista L. Kulp

**Cole Schotz P.C., Associate**



The success of our Chapter is due in no small part to the contributions and enthusiasm of our incredible members. In celebration of that fact, each quarter, we recognize an “IWIRC NY Shining Star” to introduce you to exemplary members of the IWIRC NY community.

This issue we celebrate Krista Kulp, who recently finished her tenure as IWIRC NY’s Communications co-chair, including tirelessly assembling quarter after quarter of newsletter and countless event invitations. Congratulations, Krista!

**Professional Background:** Krista is an associate in the Litigation and Bankruptcy and Corporate Restructuring practice groups at Cole Schotz P.C. She represents debtors, secured and unsecured creditors, unsecured creditors’ committees, and other parties-in-interest in complex chapter 11 reorganizations, out-of-court restructurings, and other bankruptcy litigation as well as general commercial litigation. Prior to joining Cole Schotz, Krista was an associate at Moritt Hock & Hamroff LLP.

Krista serves as Editor-in-Chief of the e-newsletter for the Business Bankruptcy Committee for the American Bar Association and is the Programs Chair for the Bankruptcy Court Structure and Insolvency Process Committee for the ABA. Through the Business Bankruptcy Committee, she has participated in panel discussions and webinars and has authored and prepared written materials relating to bankruptcy issues. She co-authored the fourth chapter of *Reorganizing Failing Business*, 3rd Ed., 2017 and the fourth chapter of “Guide for In-House Counsel: Practical Resource to Cutting-Edge Issues, published by the Business Law Section of the American Bar Association in 2019. She has also been published in the *New York Law Journal* and the *American Bankruptcy Institute Journal*. She also served as the Communications Co-Chair for IWIRC-NY or 2017-2019.

**IWIRC Involvement:** “I joined IWIRC when I just started as an associate and attended my first IWIRC Conference at NCBJ in 2015; however, I became actively involved in 2017 and joined the board to serve as Communications Co-chair. Since then, I have had a wonderful time meeting so many women through IWIRC and building connections across the country.”

**Most Memorable IWIRC event:** “My most memorable IWIRC moment was attending the 2017 IWIRC Conference in Las Vegas. I met so many IWIRC members who inspired me and led to important friendship. Because of the friendships I made, I was inspired to make a career change as well as run for a board position.”

**What is your favorite TV show?** “Great British Baking Show. I love most cooking shows, but this one is so special because it isn’t over the top or cut throat. It just makes you happy when you watch.”

**If you could have any superhero power, what would it be?** “Definitely the ability to disappear!.” (Yes, Krista, we do think Harry Potter is a superhero!!)

**Name your favorite vacation spot you’ve been to and your bucket list vacation spot that you haven’t.** “My favorite vacation spot was definitely Singita Sabora in Tanzania! It was an amazing trip that I will probably never get to experience again. My bucket list vacation spot is Alaska. “

## Tips for Coaching and Mentoring while Working Remotely

What a strange few months it has been! Where we once might have thought that we'd be hunkering down to work from home for a few months, the reality is quickly setting in that many of us won't be seeing our offices again until 2021. And yet, as mid-year reviews and planning for the back half of the year wraps up, the IWIRC NY Board has identified some tips for maintaining your career advancement opportunities (and those of the professionals you coach!) while working at a distance.

### 1. Check in with your team

Whether managing up or down, it is important to stay top of mind even without face-time. If it helps to stay organized and systematic about it, set up a biweekly reminder to touch base with mentees or people you sponsor, and don't hesitate to ask your own coach if it is alright to put some time on as well. And not every call has to be a 30-minute videoconference — it is more than ok to just pick up the phone, text, or email to maintain rapport.

### 2. Be diligent in capturing client feedback and experiences

When we are on site or working long hours at the office together it can be much easier for our colleagues to see our hard work and the client praise associated with it. Make sure you are taking the time to reflect the work you are doing and feedback to senior leaders on your team — it isn't bragging, it is staying visible!

### 3. And take a little extra time to capture that feedback for others

Just like you'd want your coach or manager to do, talk to other mentors and people who work with your teammates to collect feedback on how they are doing. Without line of sight, it can be a bit more time consuming, but it is worth it to ensure you are giving holistic feedback and are able to effectively advocate for your team.

### 4. Schedule purposeful time to review projects and/or performance

Not every firm has a structured approach to getting feedback. Take an opportunity to build some for yourself and the teams you work on. Whether you are junior or senior, suggest a project review at the culmination of a particularly intense engagement — What went well? What could have gone better? What are the learnings for next time? And this doesn't have to be at large milestones. When we are busy and distant it is easy to avoid giving feedback or addressing challenges; put some time on a colleague's calendar to walk them through the changes you made to a document and why or the advice you gave to the client that differed from their recommendation.

### 5. Identify opportunities for others

Direct reports, peers, and senior leaders are all looking for ways to develop themselves and their business in this new working environment. If you see a great webinar or panel, pass it along to others who will benefit from the content. In addition to being a good colleague, it is advantageous for people to think of you as a connector who opens doors for your teammates.

## Support Black-Owned Businesses

Over the past few months, as the Black Lives Matter movement and conversations around police violence and systemic racism have come to the forefront, many organizations, companies, and individuals are looking for ways to contribute to these causes and the advancement of Black people.

We are looking to hear more about the efforts and causes that matter to you, and in the meantime have put together a list of some Black-owned businesses providing necessary products for these unprecedented times — all of which can be shopped safely from the comfort of your own home! *Next time — keep an eye out for tips on being an effective ally to marginalized communities in the workplace.*

### For the Kids

- [Fun Weird Science Kits](#)
- [Puzzle Huddle](#)
- [Brave & Kind Bookshop](#)

### For Snacking

- [Yolélé](#)
- [AYA Raw](#)
- [Power Bites](#)
- [OH Mazing](#)
- [Chocolate Secrets](#)

### For Caffeination

- [Brickhouse Coffee & Tea](#)
- [Russell's Gourmet Coffee](#)
- [Teas with Meaning](#)
- [Just Be Tea Company](#)
- [INI Sips](#)

### For Home/Decor

- [Rayo & Honey](#)
- [Eva Sonaïke](#)
- [Goodee](#)
- [Page Eleven Paper Goods](#)

### For Face Masks

- [Veronica Ariel](#)
- [Sonson](#)
- [Sue Rock Originals](#)
- [Yarn & Whiskey](#)

**Looking for ways to give?** Unlike a more traditional charitable model, mutual aid organizations and funds provide opportunities for people to take responsibility for caring for one another through organizing, volunteering, and directing funds driven by the needs articulated by community members. There are hundreds of these efforts

- [Mutual Aid NYC](#)
- [Invisible Hands Deliver](#)
- [One Fair Wage Emergency Fund](#)
- [National Bail Fund Network](#)
- [Navajo Water Project](#)
- [The Marsha P. Johnson Institute](#)

Congratulate your fellow IWIRC NY members on their recent accomplishment! Click on a name to send a note.

Give yourself some shine! Email us your accomplishments for inclusion in our next newsletter.

## Speaking Engagements

Denise Kaloudis, Managing Director at Stretto, facilitated “Challenges Impacting the Oil and Gas Industry”, a CLE presentation offered to industry professionals.

Debevoise & Plimpton hosted two panels about corporate governance and COVID: “COVID- 19 & Private Equity: Portfolio Company and Fund Governance Practices in the Time of COVID” (Robert Kaplan, M. Natasha Labovitz, Sidney P. Levinson, Julie M. Riewe, Shannon Rose Selden, Jonathan R. Tuttle) on April 2 and “Responsibilities of Not-For-Profit Board Members in the Time of COVID” (John S. Kiernan, M. Natasha Labovitz, Sue Meng) on May 11.

## Honors

Debevoise Counsel (and this month’s sponsor spotlight!) Erica Weisgerber was named a Turnarounds & Workouts “Outstanding Young Restructuring Lawyer” in 2020.

Weil, Gotshal & Manges LLP’s Ronit Berkovich and Kelly DiBlasi were named Rising Stars for Restructuring and Insolvency in the U.S. by IFLR1000 in 2020.

Jessica Liou, Weil, Gotshal & Manges LLP, was named a Rising Star by Law360 in 2020.

## Firm Changes & Promotions

Melissa Hager began an in-house position at Capital One with the commercial bank litigation and restructuring group in New York beginning in May.



Congratulate your fellow IWIRC NY members on their recent accomplishment! Click on a name to send a note.


## Publications & Media

[Lisa Donahue](#), Managing Director and Global Co-Leader of AlixPartners' turnaround and restructuring practice, discussed the significance of ongoing disruption from COVID-19 and the impact on American businesses filing for bankruptcy [on Bloomberg TV](#).

[Kaitlin Walsh](#), Counsel at Mintz, had [the cover story in ABI Journal](#) in August ("Mothballing Motions from Retail Debtors to Avoid Rent Payments Due to COVID-19 Pandemic") and published a piece on the "Top 10 Questions Human Resources May Have When Their Company is Filing for Chapter 11 Protection" in Pratt's Journal of Bankruptcy Law for September 2020.

## For the Kids

Many of us are still working remotely with little ones by our side. Stretto is offering its Summer Series, including character story time and jam sessions. Ideal for kids aged 3-8, but fun for the whole family. Join us Wednesday afternoons from July 29 through September 2. Contact [Denise Kaloudis](#) more details.



Supporting organizations that shape the future

We are proud to support the **IWIRC** and its commitment to the success of women in the insolvency and restructuring professions worldwide.

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## Welcome to IWIRC NY's New Members

**Brittani Bushman**

*Albany Law School*

**Christy Searl**

*GLAS Americas LLC*

Drop them a line personally welcoming these new members by using the hyperlinks on their names.

Need to renew your membership or become an IWIRC NY member? We want to see you here in our next newsletter—Register or renew [HERE](#) today.



Debevoise is pleased to support the **International Women's Insolvency & Restructuring Confederation**

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**DWR** To join the conversation about women in the workplace, visit the Debevoise Women's Review at [women.debevoise.com](http://women.debevoise.com)

DEBEVOISE  
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REVIEW



Erica S. Weisgerber is counsel in Debevoise's Litigation Department whose practice focuses on a wide range of complex commercial litigation with an emphasis on bankruptcy matters. Ms. Weisgerber's bankruptcy experience includes a range of debtor and creditor representations, adversary proceedings and contested matters in cases under chapters 11 and 15 of the US Bankruptcy Code and cross-border insolvency proceedings, including extensive experience litigating clawback claims arising out of domestic and international insolvencies. Ms. Weisgerber has advised clients on restructuring and litigation-related issues arising in bankruptcy cases, out-of-court restructurings and other distressed situations across a diverse range of industries. Ms. Weisgerber also regularly represents investment banks in their retentions by major constituencies in Chapter 11 proceedings. She was recognized in 2020 by Turnarounds & Workouts in their annual list of twelve Outstanding Young Restructuring Lawyers in the United States.

Ms. Weisgerber's broader commercial litigation practice also includes significant experience in federal and state courts litigating class actions and antitrust and mass tort litigations. Her antitrust practice includes representation of plaintiffs and defendants in civil litigation, representing clients before the antitrust agencies in government review of proposed transactions, and counseling clients with respect to antitrust issues associated with mergers and acquisitions, joint ventures, and competitor's exchange of information. Ms. Weisgerber is ranked as a leading Antitrust lawyer by Chambers USA (2020). She also maintains an active pro bono practice and is a 2012 and 2013 recipient of The Legal Aid Society's Pro Bono Publico Award for outstanding service to The Legal Aid Society and its clients. She has also been recognized as Empire State Counsel by the New York State Bar Association for her pro bono contributions. Most recently, she represented The Big Apple Circus, as a pro bono client, in litigation arising during the course of its Chapter 11 proceedings.

Ms. Weisgerber is a member of the Bar of New York and is admitted to appear before the U.S. District Courts for the Southern and Eastern Districts of New York, the U.S. Courts of Appeals for the Second, Third and Tenth Circuits, and the U.S. Supreme Court. Ms. Weisgerber is a member of the New York State Bar Association, for which she serves on the executive committee of the Antitrust Section. She previously served on the executive committees of the New York State Bar Association's Young Lawyers Section and the Commercial & Federal Litigation Section.

Ms. Weisgerber is also a member of the American Bankruptcy Institute and the Turnaround Management Association, for which she serves on the TMA NextGen Committee. She is also an active member of the American Bar Association's Antitrust Section and Litigation Section. She serves as an editor of the Antitrust Law Journal and is also a Vice Chair of the Antitrust Section's Legislation Committee. She is also a member of the International Women's Insolvency and Restructuring Confederation, and the National Association of Women Lawyers, for which she serves as chair of programming for NAWL's Annual Meeting. Ms. Weisgerber also serves as an editor-in-chief of the Debevoise Women's Review.

Ms. Weisgerber joined the firm in 2008. From 2009 to 2010, she clerked for the Hon. Joseph Bianco of the United States District Court for the Eastern District of New York. Ms. Weisgerber received a J.D. magna cum laude from Georgetown.



**Erica Weisgerber,**  
**Counsel**  
**Debevoise & Plimpton**

## ABI Virtual Happy Hours

August 26; September 2, 9, and 16

[Register Here](#)

## Paycheck Protection Program: Access to PPP Loans for Chapter 11 Debtors

August 26, 1:00 PM ET, Virtual Event

ABI Live

[Register Here](#)

## COVID-19: Fraud Schemes, Relief Act Forgiveness Fraud, and International Commerce Fraud Issues

August 27, 1:00 PM ET, Virtual Event

ABI Live

[Register Here](#)

## Insolvency 2020: Restructuring, Insolvency & Distressed Debt Virtual Summit

Various Dates Beginning September 16, 2020, Virtual Event

[Register Here](#)

## Tina's Wish Virtual Benefit

September 24, 7:00 PM ET, Virtual Event

Tina's Wish

[Tickets Available Here](#)

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## Connect with Us

We now have a combined total of 595 followers on Facebook, LinkedIn, and Twitter, and it's not too late for you to join the fun. Being a "friend" of IWIRC NY on social media has become more rewarding than ever! Continue to look out for more giveaways to upcoming events on LinkedIn, Facebook and Twitter!



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